



### Equality Plan November 2022

Target	Action	Monitoring.	Responsible person (s)	Timeframes
To communicate effectively, with all stakeholders, ensuring equal access to information.	<ul style="list-style-type: none"> <li>• Disseminate the reviewed equality plan.</li> <li>• Ensure that the website translation button is up to date with school languages.</li> <li>• Where appropriate to translate information to parents/pupils.</li> <li>• Ensure that all EAL pupils access learning effectively through the use of dual language responses, where appropriate.</li> <li>• SEND pupils have resources that allow them to access learning.</li> <li>• Use social media effectively to promote the school.</li> <li>• Ensure all parents have access to parent mail by sending out only necessary and concise information.</li> </ul>	<ul style="list-style-type: none"> <li>• Include questions relating to the School Equality Plan in the annual survey of parents.</li> <li>• Discussions with pupils during circle time, School Council meetings and monitoring.</li> <li>• Keep records of translations to parents.</li> <li>• Monitor and triangulate progress of EAL and SEND pupils.</li> <li>• Track the hits on the website, social media.</li> <li>• Regularly check that all parents have access to Parentmail.</li> <li>• Feedback from coffee drop ins and from Parent Ambassadors.</li> </ul>	<ul style="list-style-type: none"> <li>• Lead by HT/DH/IM</li> <li>• All staff and Governors</li> </ul>	Spring 2023
To ensure that all pupils make good progress, including vulnerable groups.	<ul style="list-style-type: none"> <li>• Teaching, learning and assessment framework in place.               <ul style="list-style-type: none"> <li>• Micro monitoring.</li> </ul> </li> <li>• Address findings and ensure positive impact of actions.</li> <li>• Effective “interventions” in place, reviewed.</li> </ul>	<ul style="list-style-type: none"> <li>• Review and analyse the impact of given actions.</li> </ul>	<ul style="list-style-type: none"> <li>• Lead by HT/DH/IM</li> </ul>	Summer 2023

	<ul style="list-style-type: none"> <li>• PP and Catch up allocated to support accelerated progress.</li> <li>• CPD for staff to meet the needs of the pupils.</li> </ul>			
To ensure that there are sufficient opportunities within the school's curriculum to address equalities issues and that it is reflective of the school community, celebrating diversity.	<ul style="list-style-type: none"> <li>• Review aspects of the curriculum to ensure balance and breadth.</li> <li>• Adapt curriculum where necessary.</li> </ul>	<ul style="list-style-type: none"> <li>• Triangulated monitoring.</li> </ul>	<ul style="list-style-type: none"> <li>• SLT</li> </ul>	Autumn 2022
To ensure the school environment is as accessible as possible to pupils, staff and visitors, to allow for the highest quality of learning to take place.	<ul style="list-style-type: none"> <li>• Accessibility review.</li> <li>• Displays reflective of community, including languages (translations where possible.)</li> <li>• Environment adapted to meet the needs of all pupils.</li> <li>• Adapt and invest in developing areas of the school environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Governor/parent feedback/walkabouts.</li> <li>• Pupil sampling/questionnaires</li> </ul>	<ul style="list-style-type: none"> <li>• Lead by HT/Site Manager + Governors</li> <li>• All staff</li> </ul>	Spring 2023