

## Single Equality Scheme Action Plan

<b>Heading</b>	<b>Actions</b>	<b>Who</b>	<b>When</b>	<b>Impact and next steps</b>
<b>ACCESSIBILITY/ DISABILITY</b> <i>*Review Accessibility plan</i> <i>*Analysis of pupil data inc progress and attainment</i>	<ul style="list-style-type: none"> <li>To increase awareness and understanding of pupils and people with additional needs</li> <li>To provide an inclusive curriculum.</li> <li>Review accessibility for wheelchair users</li> </ul>	All Staff  All Staff AcadHead	Ongoing- through the RSHE curriculum	Resources required- Identified by EYFS - early awareness of differences  Books that promote role models with disabilities- Paralympians and biographies of people with disabilities who are 'current' - developing cultural awareness
<b>RACE</b> <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i> <i>*Promote good relations between different ethnic groups</i>	<ul style="list-style-type: none"> <li>To educate pupils about other cultures and beliefs.</li> <li>Increase the diversity/ experiences of pupils</li> <li>Opportunities are created and explored through curricular links and real experiences.</li> <li>Through enquiry concepts are explored and revisited regularly- use of BIG Questions and Lesson Questions to aid this aspect</li> </ul>	SLT  RE Subject Lead	Through monitoring program  RE long term plans and lessons	Hands on artefacts and resources for the teaching of RE e.g. singing bowls, Buddhist prayer flags, prayer mats religious clothing etc  Books purchased to include genres with settings from different cultures or authors from different cultures.  Visits planned to include places rich in cultural diversity to allow pupils to compare and contrast  Fabrics, shoes and clothes from around the world eg saris - developing cultural awareness
<b>GENDER</b> <i>*Analysis of all pupil achievement and performance by gender</i> <i>*Promote equality of opportunity</i> <i>* Range of gender friendly teaching styles and strategies</i>	<ul style="list-style-type: none"> <li>Provide pupils with variety of positive role models who have influential roles</li> <li>Continue to emphasise the importance of full attendance and punctuality</li> </ul>	RSHE Subject Lead All Class teachers  SLT and Office Staff	RSHE long term plans and lessons Citizenship Assemblies  Fortnightly monitoring of attendance trends	Citizenship assemblies focus on a range of people with different life experiences - raise understanding of the global 'make-up' of society  Data collected for attendance and published regularly through school media - heighten the importance of regular attendance and being on time to school

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<p><b>SEXUAL ORIENTATION</b>  <i>*Promote equality of opportunity</i>  <i>*Eliminate unlawful discrimination</i>  <i>*Eliminate racist harassment</i></p>	<ul style="list-style-type: none"> <li>To educate pupils about other cultures and beliefs.</li> <li>Opportunities are created and explored through curricular links and real experiences.</li> <li>Through enquiry concepts are explored and revisited regularly.</li> </ul>	<p>SLT  RSHE Subject Lead</p>	<p>RSHE long term plans and lessons</p>	<p>Purchase current and up to date RSHE resources- especially for UKS2 - develop their knowledge further</p> <p>Books for library that include up to date family circumstances - increase the understanding of pupils</p>
<p><b>CURRICULUM FOR EQUALITY</b>  <i>*Extracurricular opportunities</i>  <i>*Relationships with others/PSHE</i>  <i>*Resources</i></p>	<ul style="list-style-type: none"> <li>All pupils have access to extracurricular opportunities</li> <li>Monitor uptake of extra-curricular opportunities by groups</li> </ul>	<p>SLT</p>	<p>Weekly monitoring</p>	<p>Pupils of different groups within school access and participate in ESC - monitored by SLT - provide opportunities that they would not normally have in their own lives</p>
<p><b>COMMUNITY COHESION</b>  <i>*Targeting underachieving groups</i>  <i>*Family learning</i>  <i>*Parents and the community</i>  <i>*Global Links</i></p>	<ul style="list-style-type: none"> <li>Learn more... sessions for families to find out more about school life</li> <li>Celebration Sharing Assemblies</li> <li>Community events</li> <li>Continue to embed and further establish links with the church</li> <li>Fundraising for different charities with different purposes</li> </ul>	<p>Class Teachers  Academy Head      Pupil Parliament</p>	<p>Weekly sessions  Weekly  2 per term  Harvest, Christmas, Easter  Meetings take place weekly</p>	<p>Accelerate the progress and attainment of specific pupils - closing the gap Learn more sessions focus on specific issues identified by Academy Head initially and then chosen by parents - raising awareness Parental/Family engagement sessions termly The school to become an important part of the local community</p> <p>Pupils become aware of a range of issues that affect them, national and globally</p>
<p><b>ALL EQUALITIES</b>  <i>*Staff and LC representation</i>  <i>*Exclusions</i>  <i>*Training needs</i></p>	<ul style="list-style-type: none"> <li>Staff and LC members representative of community make up</li> <li>Monitoring of behaviour and exclusions using My Concern and report to CEO and Chair</li> </ul>	<p>Trust/LC  SLT</p>	<p>When vacancies arise Weekly</p>	<p>Norfolk Steps and Step up Training completed</p> <p>Seeking opportunities for RE/RSHE Curriculum Training</p>