



Adelaide Primary School

Single Equality Scheme Action Plan 2016-2019

What are our Key Objectives?

- 1. To raise awareness of the Single Equality Scheme**
- 2. To ensure equality of opportunity and participation**
- 3. To ensure that diversity is promoted across the school**
- 4. To prevent/eliminate any instances of discrimination and harassment**

<p>A cross identifies which statutory duty/equality legislation the planned action is meeting.</p> <p>R= Race, D = Disability, G = Gender, SO = Sexual Orientation, A = Age, R/B = Religion or Belief, CC = Community Cohesion</p>							Outcome	Actions	Timescale	Responsibility	Success Criteria	Monitored By
R	D	G	SO	A	R/B	CC						
Key Objective 1) To raise awareness of the Single Equality Scheme												
X	X	X	X	X	X	X	All staff are aware of the Single Equality Scheme and have awareness of their responsibilities.	Raise awareness of scheme by i) Emailing all staff a copy and discussing during morning minutes. ii) Discussing with new staff during Induction Meetings	November 2016 Ongoing	HT DHT	All staff receive copy All staff are aware of scheme and follow guidance, inc reporting of racial incidents.	HT Report to GB
X	X	X	X	X	X	X	Stakeholders are aware of the Equality Plan and Accessibility Plan	Publish on website, newsletters, parent meetings	November 2016 Annually (2016-2019)	HT	School website meets statutory requirements	HT Report to GB
X	X	X	X	X	X	X	Ensure the school's policies do not impact negatively upon different community groups	Continue a rolling programme of impact assessments as school policies are being reviewed	2016-2019	HT	Policies continue to be reviewed and assessed against risk (see Appendix B – Single Equality Policy)	HT Report to GB

Key Objective 2) To ensure equality of opportunity and participation												
X	X	X					Continue to monitor and analyse pupil achievement by race, gender and disability	Provide timely intervention if trends/patterns in the information suggest additional support for pupils is required	Ongoing Termly 2016-2019	HT DHT Phase Leaders Class Teachers	No gaps in performance between groups of pupils – all achieve highly with instances of underachievement quickly identified and effective action taken	Curriculum and Standards meeting HT Report to GB
X					X	X	Ensure all information is easily accessible to all parents	Ensure translation tool on school website is functional. Staff always available to discuss information in letters home	Ongoing 2016-2019	All staff	EAL parents have clear understanding of literature sent home	HT report to GB
X	X	X	X	X	X	X	Ensure that a diverse range of pupils are making a positive contribution to the life of the school	Ensure all pupils are provided with equal opportunity to make a positive contribution via: School Council (nominations) and School Jobs	Ongoing 2016-2019	HT DHT Phase Leaders Class Teachers	Representation of various groups within the school reflect the diverse range of pupils	DHT monitoring

								(application)					
X	X	X	X	X	X	X	That participation rates in extended school activities reflect the diversity of the school population	Fully funded Breakfast Club and After School Clubs for all pupils. Partial funding of trips/residential – policy of no child missing out	Ongoing 2016-2019	All staff	Monitoring of participation rates shows clear evidence that a diverse range of pupils attend clubs	HT Report to GB	
Key Objective 3) To ensure that diversity is promoted across the school													
x	x	x	x	x	x	x	Ensure diversity is promoted effectively across the school	Learning environment in both the classrooms and corridors will reflect diversity of school population (ability, ethnicity, gender etc)	Ongoing 2016-19	Class Teachers	That Learning Environment audits indicate a range of diversity is promoted. That pupils awareness is raised- via pupil discussion / RE / PSHCE work	Curriculum and Standards Committee meeting focus – Learning Environment audit	
X	X				X	X	To continue to increase pupils awareness of different communities.	To celebrate cultural events throughout the year e.g. Divali, Eid, Christmas etc. PSHCE Lead to	Ongoing 2016-19	PSHCE Leader All staff	Pupil discussions demonstrate clear awareness and tolerance towards different communities	Head's Report to GB	

								formulate Assembly Long Term Plan (2016/2017)					
								All staff to implement through assemblies and PSHCE curriculum					
X	X	X	X	X	X	X	To ensure that resources reflect all aspects of the community.	To continue replenishing library and phase resources with high quality books addressing the range of issues.	Ongoing 2016-19	Literacy Leader Phase Leaders	Increasing number of resources positively reflect a diverse community	Curriculum and Standards Committee Meetings	
Key Objective 4) To prevent/eliminate any instances of discrimination and harassment													
X	X	X	X	X	X	X	To ensure systems for reporting and monitoring incidents are robust	HT to formulate a new format for recording incidents – including use of homophobic language/bullying etc	November 2016	HT DHT Well Being Team	Pro forma and systems created that enables leaders to monitor individual incidents and ‘trends over time’ – SAFEGUARDING PUPILS FILE	HT Report to GB	
X	X	X	X	X	X	X	To ensure that all staff are	Staff meetings to	November	HT	SAFEGUARDING PUPILS FILE	HT Report to	

							aware of procedures to report racist/homophobic/bullying incidents	raise awareness and remind staff of procedures. Email copy of recording pro forma New staff Induction	2016 Ongoing 2016-19	DHT All staff		GB
X	X	X	X	X	X	X	To ensure that the school's procedures for dealing with bullying/ harassment are clear and known by all stakeholders	To review our Bullying & Harassment policy, consult with stakeholders and publish	Spring Term 2017	DHT Well Being Team	Policy reviewed and understood by all stakeholders	HT Report to GB