

SINGLE EQUALITY SCHEME ACTION PLANS 2017-2020

DISABILITY EQUALITY ACTION PLAN

Actions	Person Responsible	Time	Resources/Costs	Monitoring	Success Criteria
Ensure equality of opportunity for all in school.	Head teacher (HT)/SLT	ongoing	ICT	HT to report annually to GB	All pupils perform to the best of their full potential
Consult pupils, parents and staff with disabilities and act upon their views	HT	termly at Parents' Evenings	None	HT to report to GB	Views have been acted upon. All feel valued. Positive feedback.
Promote positive attitudes through disability posters/assemblies/SEAL. Focus on Summer Paralympic Games/INVICTUS Games/ topical issues	HT	ongoing	Posters Books circle time, drama	Pupil conferencing School Council HT to report to GB	Pupils view all people as equals.
Improve the participation of disabled pupils (should there be pupils on the school roll)in school life by increasing the number holding positions of responsibility and/or represented on <i>School Council, Eco warriors, HMS Heroes</i>	HT	ongoing	£300 contingency	Pupil conferencing School Council Pupil Questionnaires Health Related Behaviour Questionnaire (Y6LA)(HRBQ)	Pupils with disabilities are equally represented.
Raise the profile of pupils with dyslexia, autism, hearing impairment, dyspraxia. Appointment of TA for SEN Assessment and 1-1mBespoke work	HT /SLT	ongoing	Training for all staff from TA for SEN and specialist support teachers as the need arises Teresa Murray,	HT report to SEN governor	Pupils have equal entitlement and activities differentiated or supported to meet needs. Barriers overcome and individualised learning ensures children are appropriately

CARNAGILL COMMUNITY PRIMARY SCHOOL

			Mandy Ewers Makaton		challenged. Planning identifies pupil's individual needs.
Ensure recruitment and selection for promotion is fair	SLT C of G	ongoing	£450 per advert	C of G to report annually to GB	Equality of opportunity for all staff.

RACE EQUALITY ACTION PLAN

Actions	Person Responsible	Time	Resources/Costs	Monitoring	Success Criteria
Ensure that racial harassment and bullying are eliminated	All	ongoing	Books ICT software	HT-termly monitoring report to LA	Incidents of racial harassment are nil
Analyse performance of identified children-EAL/ESOL	HT SLT	Termly	Pupil progress meetings termly	HT to share findings with staff. Report termly to GB.	Identified pupils performing comparably with peers.
Review participation by vulnerable pupils in extra-curricular and sporting activities. Sign post to activities as appropriate	HEAD TEACHER LS	Termly	DfE Sports Fund grant	LS to report to GB annually. Information on school website how PE grant is spent	Vulnerable pupils are actively involved in whole life of school.
Ensure that pupils and parents have access to the information they need in a format that is appropriate.	HT CA L NB	ongoing		HT to consult with pupils & parents concerned and report to GB annually.	All parents and pupils have access to the information they need. Translations provided. In school support during parents' evenings and events from Ghurkha support worker and Commonwealth officer both Army Welfare Service.
Break down stereotypes and redirect any misconceptions gained	HT All staff	ongoing	Books ICT £500	HT to report annually to full Governing Body.	Positive attitudes to all regardless of ethnicity.

CARNAGILL COMMUNITY PRIMARY SCHOOL

Class and whole school assemblies Reminder of Friendship Tree Reminder of British Values and aspect of Tolerance Reminders of school Mission statement <i>we never judge a book by its cover</i> Support of charitable events eg Children in Need					
Ensure recruitment and selection for promotion is fair	HT C of G	ongoing	Safer Recruitment training	C of G to report to GB	Promotions are fair and actively seen to be so.

GENDER EQUALITY ACTION PLAN

Actions	Person Responsible	Time	Resources/Costs	Monitoring	Success Criteria
Review provision for part time working	HT	Annually	None - H/T leadership time	HT to report to GB	Staff have opportunities to request flexible working. The school adopts and adheres to the NYCC Flexible Working Policy
Review participation of both boys and girls in extra-curricular sporting activities	LS	Annually	See PE grant for details	LS to report to HT. HT to inform GB of outcomes.	Activities accessed equally
Take active steps to promote equality of opportunity between boys and girls when carrying out their functions and activities	HEAD TEACHER	Ongoing	See PE grant for details	HEAD TEACHER to report to GB.	Functions and activities undertaken by all.
Ensure equality of opportunity for staff	HT	Annual		Performance	Staff have equality of

CARNAGILL COMMUNITY PRIMARY SCHOOL

	C of G	Appraisals for staff		Management-training needs identified. SLT to report to GB annually.	opportunity. Training opportunities have been provided and met.
Ensure recruitment and selection for promotion is fair. Ensure that all adverts for new positions are unbiased and promote gender equality	HT C of G	Jan 2015	From £500 per advert Safer Recruitment training for key staff & Governor	Adverts scrutinised by governors. Applications scrutinised fairly & short listing committee includes governor.	No stereotypes i.e. PE leader doesn't have to be male etc.