

Action Plan for Equality and Accessibility 2018-21

Objective / Ref	Success / Impact	Action	Monitoring	Review	Led by	Cost	Start / End Date
To narrow any gaps in attainment between groups of pupils Achievement	There is no significant difference in attainment between groups of pupils There is equality and all pupils achieve their potential	Pupil achievement data at the end of the academic year to be analysed by race, gender, SEND, FSM and Pupil Premium Pupil progress data to be monitored by race, gender, SEND, FSM and Pupil Premium	No data available due to COVID-19	Senior Leadership Team to review pupil progress data at the end of each half-term	Carol Gooding	0.00	Start: 01/09/19 End: ongoing
To promote diversity Learning Environment	Displays in classrooms and throughout the school promote diversity in terms of race, gender, ethnicity and disability More diversity is reflected in school displays across all year groups	Staff meeting to discuss how to reflect diversity in displays – Oct 2019 Purchase of resources to reflect growing number of pupils from Eastern European background to make transition to school more welcoming.	Resources to be researched and sourced Sept 2020	Senior Leadership Team to carry out climate walk at beginning of each term	Carol Gooding	0.00	Start: 01/09/19 End: ongoing
To identify, report and respond to racist incidents Learning Environment - Ethos, Attitudes and Behaviour	Staff are aware of and respond to racist incidents. Consistent nil reporting is challenged by the governing body. All racist incidents are responded to appropriately and addressed.	All staff to be made aware of school's policy and procedures for reporting incidents at beginning of academic year Incidents are reported to HT, governing body and LA.	2018-19 – nil 2019-20 - nil	Governing body meetings	Carol Gooding	0.00	Start: 01/09/19 End: ongoing
To make classes E and D more accessible Learning Environment	Direct internal access to classes E and D is available without moving through other rooms.	Plans to be drawn up to create a corridor from the ICT Suite to allow access through to classes E and D.	2019-20 Fund are not available at this time	Governing body meetings	Carol Gooding	0.00	Start: 01/09/19 End: ongoing
To make the school bungalow more accessible	Access to the bungalow is manageable for all	As part of maintenance and improvement programme to consider the addition of ramp to front entrance.	2019-20 No changes/improvements schedule	Governing body meetings	Carol Gooding	0.00	Start: 01/09/19 End: ongoing