

## Action Plan for Equality and Accessibility 2021 - 2024

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.		Senior Leadership Team to review pupil progress data at the end of each half-term	Carol Gooding	0.00	Start: 01/09/21 End: ongoing
To promote diversity and inclusivity  The Curriculum	The curriculum promotes diversity and inclusivity and includes significant figures and events from history and the present and from across the world.	The long term and medium term plans for each class are reviewed and adapted to ensure that there is a breadth of representation.		Plans are to be reviewed and updated at the beginning of each term by the class teachers and senior leadership team. Plans to be reviewed at the end of each year.	Carol Gooding	0.00	Start: 01/09/21 End: 07/07/22 07/07/23
To promote diversity and inclusivity  Learning Environment	Displays and resources in classrooms and throughout the school promote diversity in terms of race, gender, ethnicity and disability More diversity is reflected in school displays and resources across all year groups	Staff meeting to discuss how to reflect diversity in displays 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 by 17/12/21	Senior Leadership Team to carry out climate walk at beginning of each term	Carol Gooding	0.00	Start: 01/09/21 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. All racist incidents are responded to appropriately and addressed. Consistent nil reporting is challenged by the governing body.	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.		Governing body meetings	Carol Gooding	0.00	Start: 01/09/21 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.		Governing body meetings	Carol Gooding	0.00	Start: 01/09/21 End: 31/08/22
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 when improvements are made.		Governing body meetings	Carol Gooding	0.00	Start: 01/09/21 End: ongoing