

The Craylands School Equality Scheme 2019/2022

Summary Equality Action Plans



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Priority outcome 1: Eliminate racial discrimination, promote equality of opportunity and good relations across different racial groups in school.

	Year 1 Actions 2019/2020	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2021 & 2022
1.	All new and updated policy, procedures and practices to undergo race equality impact assessment on pupils, staff and parents.	<ul style="list-style-type: none"> Enables the school to address the needs of diverse groups at risk of disadvantage, promote good relations between diverse communities, and set priorities accordingly 	Ongoing	School Leadership Team	Pupil tracking will indicate that pupils from ethnic minority groups will be making expected attainment and progress.	<p>Continue to monitor policies, procedures and practices for adverse race impact</p> <p>Regular analysis reports provided to the Governing Body</p>
2.	Record racist incidents and to report them to the local authority and the governing body on a regular basis.	<ul style="list-style-type: none"> Enables the school to tackle racially motivated incidents and bullying between diverse communities, and set priorities accordingly 	Ongoing	KH - Staff member responsible for collating racial incidents	Incidents recorded, investigated in the school and reported to the Authority	<p>Continue to record, report and respond to racist incidents to encourage confidence of pupils and others of the robust nature of the reporting system.</p>

	Year 1 Actions 2019/2020	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2021 & 2022
						Regular reports provided to the Governing Body
3.	Increase children's tolerance and understanding of other cultures and beliefs.	<ul style="list-style-type: none"> Enable the school to tackle prejudices by celebrating cultural diversity. 	Ongoing	Senior leadership team	<p>Evidence of multi-cultural work carried out across the school.</p> <p>Assembly themes and lessons linked with celebrating diversity of cultures and Black history.</p>	Continued to celebrate cultural diversity.
4.	To ensure curriculum promotes role models that young people identify positively with reflecting diversity in terms of race.	<ul style="list-style-type: none"> Enable the school to tackle prejudices by celebrating cultural diversity. 	Ongoing	PSHE leads Senior leadership team	Displays in the school will reflect positive role models reflecting diversity in terms of race.	Continue to ensure curriculum, assemblies, displays reflect diversity in terms of race.

Priority outcome 2: Promote equality of opportunity between disabled and other people; eliminate discrimination and harassment; promote positive attitudes to disabled people; encourage participation by disabled people in public life; and take steps to meet disabled

	Year 1 Actions 2019/2020	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2021 & 2022
people's needs, even if this requires more favourable treatment.						
5.	Gather and record information relating to disabled people (pupils, parents, staff and carers)	<ul style="list-style-type: none"> Create and send to parents, carers and staff a questionnaire to enable SLT to plan appropriately for families with disabilities. 	Oct 2019	SLT	Routine data collation system relating to disabled people established	Improve the delivery of information to stakeholders take into account the preferred method of communication.
6.	All new and updated policy, procedures and practices to undergo race equality impact assessment on pupils, staff and parents.	<ul style="list-style-type: none"> Enables the school to raise awareness of the needs of disabled people. 	Ongoing	School Leadership team	Pupil tracking will indicate that pupils with SEN/disability groups will be making expected attainment and progress.	<p>Continue to monitor policies, procedures and practices for adverse disability impact</p> <p>Regular reports provided to the Governing Body</p>

	Year 1 Actions 2019/2020	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2021 & 2022
7.	Ensure that any disabled member of the school community is able to access all areas of the school.	<ul style="list-style-type: none"> Enables all members of the school community to access the facilities in the school grounds. 	Ongoing	SENCO External professional e.g. Andy Taylor	Children who are VI will be able to access the upstairs of the KS2 building.	Continue to support children in accessing the upstairs of the KS2 building.
8.	To ensure curriculum promotes role models that young people identify positively with reflecting diversity in terms of disability.	To ensure curriculum promotes role models that young people identify positively with reflecting diversity in terms of disability.	<ul style="list-style-type: none"> Enable the school to tackle prejudices by celebrating disabilities. 	Ongoing	PSHE leads Senior leadership team	Displays in the school will reflect positive role models reflecting diversity in terms of disability
Priority outcome 3: Eliminate unlawful discrimination and harassment on the grounds of sex and promote equality of opportunity between women and men.						
9.	All new and updated policies,	<ul style="list-style-type: none"> To enable the school to address the needs of diverse 	ongoing	School Leadership team	Pupil tracking will indicate that both boys and girls will	Continue to monitor policies, procedures and

	Year 1 Actions 2019/2020	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2021 & 2022
	procedures and practices to undergo gender equality impact assessment on pupils, staff and parents.	boys and girls at risk of disadvantage.			be making expected attainment and progress.	practices for adverse gender impact Regular reports provided to the Governing Body
10.	To ensure curriculum promotes role models that young people identify positively with reflecting diversity in terms of gender.	To ensure curriculum promotes role models that young people identify positively with reflecting diversity in terms of gender	<ul style="list-style-type: none"> Enable the school to tackle prejudices by celebrating men and women role models. 	Ongoing	<p>PSHE leads Humanity leads Senior leadership team</p> <p>Opportunities will be provided for girls to take part in sporting activities as much as the boys.</p>	<p>Displays in the school will reflect positive role models reflecting diversity in terms of gender.</p> <p>Characters in books will be of both genders.</p> <p>Famous artists, people from history, designers will be of both genders.</p>

	Year 1 Actions 2019/2020	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2021 & 2022
Priority outcome 4: To ensure pupils' learning and well being from a low social economic background is not restricted due to any social or financial barriers.						
11.	To continue to track pupil progress of pupils eligible for Pupil Premium and compare progress to pupils not eligible for Pupil Premium.	<ul style="list-style-type: none"> Efficient tracking of pupils to monitor if there is a discrepancy in achievement. Pupil premium make as good progress as others. Use pupil premium grant to address areas of weakness. 	Ongoing	Parent/Pupil support team.	Pupil tracking will indicate that pupil premium pupils will be making expected attainment and progress.	Ongoing
Priority outcome 5: Eliminate unlawful discrimination and harassment on the grounds of all listed protected characteristics not already covered.						
12.	All new and updated policy, procedures and practices to ensure that all listed protected	Enables the school to address the needs of diverse groups at risk; promote good relations between diverse communities, and set priorities accordingly	Ongoing	HT Senior leadership team	All members of the school community will feel respected and that they have been treated lawfully. Staff will be aware	Continue to review procedures and policies in light of any changes to staffing, pupils etc

	Year 1 Actions 2019/2020	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2021 & 2022
	characteristics are lawfully respected.				of how they can report any incidents of bullying against them.	