

Heather Garth Equality and Diversity Action Plan 2023 - 2028

Objective	Target Group	Action	Timescale	Staff Responsible	Success Criteria	Evaluation
<p><u>Behaviour, Personal Development and Well-being</u> To show how the school is meeting its general duty to promote disability equality across all of its areas of responsibility</p>	<p>SEND Pupils / adults Disadvantaged EAL SEND All</p>	<p>Annually review single equality school. On-going monitoring in line with SEND</p>	<p>September 2023 and ongoing</p>	<p>Headteacher SENDCo All staff</p>	<p>Equality and Diversity embedded throughout school, the curriculum and policies</p>	
<p><u>Achievement</u> Ensure high levels of attainment for all children from Ethnic Minorities, SEND, Disadvantaged families and girls and boys. (See SDP)</p>	<p>Disadvantaged EAL SEND All</p>	<p>Track children carefully * Plan effective quality first teaching * Introduce pre learning tasks and specific interventions * Enrich curriculum through visits/visitors and experiences Monitor formative and summative assessment data, if identified support through Cohort Action Plan</p>	<p>September 2023 and ongoing</p>	<p>Headteacher SENDCo All staff</p>	<p>No significant patterns of underachievement are identified and strong / significant achievement from a child's starting point is monitored and celebrated.</p>	

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<p>To produce policies and practices which are non-discriminatory and actively promote disability and equality</p>	<p>All groups with SEND.</p>	<p>Existing Policy procedures and practices to undergo disability equality impact assessment</p>	<p>September 2023 and ongoing</p>	<p>Headteacher SENDCo SLT</p>	<p>Policies and practices are non-discriminatory and actively promote disability equality.</p>	
<p><u>Curriculum Developments</u> <u>Quality of Teaching</u> To promote Citizenship teaching throughout school and ensure this learning is a thread throughout the appropriate curriculum areas and linked to British Values and PSHE</p>	<p>All children Children with disabilities currently in school.</p>	<p>Ensure teaching methods and resources encourage positive attitudes and greater understanding of diversity with a particular regard to issues of race, cultural disadvantage, disability and gender.</p>	<p>Already in place September 2023 and ongoing</p>	<p>All staff LH – Dedicated PE Lead / Sports Coach</p>	<p>Role models referred to in teaching Planning monitored and demonstrates opportunities for cultural diversity, display and assemblies also incorporate similar. Diversity is promoted and discrimination is challenged. Equal access is promoted in extra-curricular activities</p>	

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To promote understanding of and respect for differences	All children Children with disabilities currently in school.	Anti-Bullying Celebrating differences through Assemblies, the delivery of the PSHE Curriculum (Learning Mentor) Look at accessibility of site for wheelchair access, hearing impairments, sight impairments	September 2023 and ongoing	Headteacher SENDCo All staff	CPOMS entries / logs	
To offer all necessary reasonable adjustments for parents and carers so that they can play a part in the school's activities	All children Children with disabilities currently in school.	Make reasonable adjustments for disabled parents/carers eg. communicating with them via the phone, putting letters into larger font and providing wheelchair access, disabled parking, offering parents the opportunity to arrive earlier or later to meet their needs to events in school	Already in place September 2023 and ongoing	Headteacher SENDCo All staff	Disabled parents and carers are not disadvantaged	