

Manor Primary Equality Action Plan 2017-18

Written April 2017. Review due April 2018.

Equality Objectives: 1. Advance equality of opportunity between those who share a protected characteristic and those who do not.												
April												
Objective	Current situation	Success criteria	Equality Strand (protected characteristic)							Lead person	Links to school policy or SIP	Actioned by: (date)
			Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual orientation	Gender reassignment			
To ensure pupils (with additional inclusive entitlement) from protected groups receive quality teaching.	Meetings are held with teachers to discuss referrals	Plans record stages of support for newly referred pupils. Completion of observation of pupils at work in their classes.	Y	Y	Y	Y	n/a	n/a	n/a	Inclusion Manager	DfE CoP – Sept 2014	April 2018
Pupils from protected groups (with additional inclusive entitlement) are assessed appropriately.	Membership of most support groups is informed by assessments.	Diagnostic test results inform access and departure from the Inclusion Register.	Y	Y	Y	Y	n/a	n/a	n/a	Inclusion Manager	DfE CoP – Sept 2014	April 2018
Class teachers continue to make specific provision for protected groups in all lessons.	Consistency of planning has improved, there is still variations in level of detail.	Teachers know who their protected groups are. Planning refers to these where appropriate.	Y	Y	Y	Y	n/a	n/a	n/a	SLT	DfE CoP – Sept 2014	April 2018
To track pupils from protected groups, according to the requirements of the Code of Practice.	Pupils from protected groups are located on the Inclusion Register in various categories according to their needs.	Pupils from protected groups will be tracked on the Register. HNF chn have a support plan. Progress is tracked termly.	Y	Y	Y	Y	n/a	n/a	n/a	Inclusion Manager	DfE CoP – Sept 2014	April 2018

Equality Objectives: 2. Foster good relationships between people who share a protected characteristic and those who do not.												
Objective	Current situation	Success criteria	Equality Strand (protected characteristic)							Lead person	Links to school policy or SIP	Actioned by: (date)
			Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual orientation	Gender reassignment			
To ensure an appropriate balance in selection for areas of responsibility e.g. Playground Pals, Newsletter Team, School Council.	A criterion for selection does not currently reflect an awareness of protected groups.	Areas of responsibility better representing protected groups.	Y	Y	Y	Y	n/a	n/a	n/a	Learning Mentor AHT – School Council	Inclusion Policy	April 2018
To offer stay & play sessions to Nursery parents.	Currently offered to 3YO once a week.	Increased numbers at sessions. More frequent sessions offered. Increased parental interaction.	Y	Y	Y	Y	Y	Y	Y	EYFS Leader	EYFS Action Plan	April 2018
To offer Triple-P parenting sessions to identified parents.	Have just begun to offer these within school rather than referring elsewhere.	Good attendance at courses. Increased parental confidence.	Y	Y	Y	Y	Y	Y	Y	CW&IO		April 2018
To extend and refine parent workshops across the school.	Variety offered across the year. They tend to be ad-hoc, responding to need rather than planned in advance.	Planned out for the year with named person responsible for each session. Effective promotion of sessions has led to increased attendance. Responded to feedback from parents about what type of sessions would be useful.	Y	Y	Y	Y	Y	Y	Y	EYFS Leader KS1 Leader SLT	SIP	April 2018

Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation as defined by Equality 2010.

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			Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual orientation	Gender reassignment			
To ensure that children are completely clear about the School Rules and the expectations we have of their behaviour.	Have recently simplified the rules to streamline expectations.	Assemblies incorporate reminders of the school rules and what this looks like in practice. Time out refers explicitly back to rules that they have not adhered to.	Y	Y	Y	Y	n/a	n/a	n/a	AHT – Behaviour	Behaviour Policy School Rules	April 2018
To ensure that Safeguarding across the curriculum includes specific input such as knife crime, gangs and violent crime delivered by professionals such as the police.	These opportunities happen for Y5 & Y6.	Widen the opportunities to other KS2 classes. Children can articulate specific dangers and how to mitigate them.	Y	Y	Y	Y	n/a	Y	n/a	DHT	Safeguarding across the curriculum	April 2018
To continue to record and follow up all cases of discrimination.	Incidents logged on Safeguard and followed up by senior staff. Parents involved. Governors informed termly.	Numbers of these incidents remain low.	Y	Y	Y	Y	n/a	Y	Y	AHT – Behaviour	Behaviour Policy	April 2018

Equality Objectives: 4. Participation, engagement and satisfaction with our equalities practices.

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To promote British values and the Manor values.	Manor values and British values displayed and promoted throughout the school. Chn able to articulate Manor values confidently and British values increasingly confidently.	Children have a clear understanding about what British values look like in practise in school.	Y	Y	Y	Y	n/a	Y	n/a	Headteacher	British Values statement	April 2018
To ensure that children have a good understanding of democracy through work on British values.	Elect school council. Vote on issues / in activities in class.	Take real opportunities to demonstrate democracy in action, linking to national / international situations.	Y	Y	Y	Y	n/a	Y	n/a	Headteacher	British Values statement	April 2018
To ensure that parents have a good understanding of and are supportive of the British values and the Manor values.	Manor values and British values displayed and promoted throughout the school. Manor values clearly included on documentation and letters sent home.	School being more explicit about how British values are upheld and demonstrated in school life.	Y	Y	Y	Y	Y	Y	Y	Headteacher	British Values statement	April 2018