

# St Andrew's Primary School

## Equalities Action Plan

Sept 2013 - Aug 2017

This plan recognises the school's commitment to quality of provision for all children and members of the school community and is to be used along with our accessibility and gender equality plan.

Priority	Need	Action	Time	Evaluation
Disability Equality	<ul style="list-style-type: none"> <li>To improve staff &amp; pupils' understanding of disability</li> <li>To promote fairness &amp; allow disability access to all enrichment activities, outings &amp; clubs</li> </ul>	<ul style="list-style-type: none"> <li>Ensure continued disability awareness in PSHE scheme of work</li> <li>Ensure continued full inclusion to all activities &amp; areas of school day</li> </ul>	Ongoing	
	<ul style="list-style-type: none"> <li>Ensure whole school is accessible to all</li> <li>Consult with all stake holders when required</li> </ul>	<ul style="list-style-type: none"> <li>Ensure accessibility plan is reviewed regularly and is up to date. Next review summer 2015 (unless pupil needs change)</li> </ul>	Ongoing	
Racial Equality	<ul style="list-style-type: none"> <li>To improve the opportunities across the curriculum to promote positive responses to diversity</li> <li>Ensure programme of</li> </ul>	<ul style="list-style-type: none"> <li>Continue to identify opportunities for enhancing racial awareness &amp; respect for diversity through collective worship &amp; the curriculum</li> <li>Continued use of SARI - visit</li> </ul>	ongoing	

	worship that provides opportunities for promoting respect & diversity	during 15/16 <ul style="list-style-type: none"> <li>Continue to review collective worship &amp; ensure opportunities for respecting and celebrating festivals of different religions</li> <li>Continue to arrange visits to different places of worship with regard to RE scheme of work</li> </ul>		
	<ul style="list-style-type: none"> <li>Continue to promote tolerance &amp; respect for diversity</li> </ul>	<ul style="list-style-type: none"> <li>Continue to review PSHE &amp; Citizenship to specifically target racism &amp; enable the promotion of positive values of racial equality</li> </ul>		
	<ul style="list-style-type: none"> <li>To improve understanding &amp; confidence in dealing with racial issues</li> </ul>	<ul style="list-style-type: none"> <li>Promote staff training on racial issues</li> </ul>		
Gender Equality	<ul style="list-style-type: none"> <li>To ensure boys and girls are encouraged in all sporting activities and to challenge stereotyping</li> </ul>	<ul style="list-style-type: none"> <li>Continue to ensure equality in sport &amp; PE. Use of sports funding</li> </ul>	PE Plan 2013/14 Ongoing	
	<ul style="list-style-type: none"> <li>Improving boys attitudes towards writing</li> </ul>	<ul style="list-style-type: none"> <li>Continue to explore meaningful opportunities to especially encourage boys attitude to writing</li> </ul>		

	<ul style="list-style-type: none"> <li>• Ensure displays &amp; Learning resources are acceptable to both girls &amp; boys</li> </ul>	<ul style="list-style-type: none"> <li>• All children contribute to displays &amp; learning resources throughout the school</li> </ul>		
	<ul style="list-style-type: none"> <li>• To remove gender barriers within the school community</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage all parents/carers to parents' evenings.</li> <li>• Encourage all parents/carers to help in school/clubs and curricular activities (mindful of safeguarding)</li> </ul>		
	<ul style="list-style-type: none"> <li>• Encourage a positive attitude towards supply teachers, at the same time promoting role models</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to use male supply teachers when possible</li> </ul>		
	<ul style="list-style-type: none"> <li>• To actively encourage respect between boys &amp; girls, eliminating bullying &amp; harassment</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure awareness in PSHE scheme.</li> <li>• Use of circle time &amp; collective worship</li> <li>• Identify opportunities for heightening awareness</li> <li>• Revisit school aims and ethos</li> </ul>		
	<ul style="list-style-type: none"> <li>• To consider issues of employment. When making appointments we will ensure that all aspects of equality are considered.</li> </ul>	<ul style="list-style-type: none"> <li>• Consider all aspects of equality when making appointments, allocating TLR's etc to ensure decisions are free from discrimination</li> <li>• Address immediately any incidents of bullying relating to gender, race or disability</li> </ul>		