

10. ACTION PLAN

Pensans School

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing ?	What are the timeframes?	Early success indicators
All	MUST BE INCLUDED Publish and promote the Equality Plan through the school website, newsletter and staff meetings.	Question about parent awareness of Equality Policy and Plan in annual survey?	Headteacher	January 2017 After Equality Plan is agreed by governing body.	Staff are familiar with the principles of the Equality Policy and Plan and use them when planning lessons, creating class room displays Parents are aware of the Equality Policy and Plan
ACTIONS MAY INCLUDE: (TO AMEND / ADD AS APPROPRIATE)					
All	Monitor and analyze pupil achievement by SEND, FSM, gender (significant numbers in groups). Act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed Termly meetings: HT, T, SEND co Monitoring & Evaluation foci for subject leaders. Reported to staff and governors Annual report by Safeguarding Governor/Governor Week.	Headteacher LGB SENDCO	Termly in Headteacher's report to Governors, Data and tracking, Termly Pupil Progress meetings, Governor Week.	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups Support is in place termly for groups or individuals
All	Ensure that the curriculum positively promotes diverse role models and heroes. Ensure that displays in classrooms and corridors promote diversity. Ensure assemblies promote equality and include positive content and images which celebrate diversity. Encourage children's voices and contribution to reflections on diversity. British Values are explored through the curriculum	Increase in pupils' participation, confidence and achievement levels	Teachers Subject leaders	Ongoing	Increase in participation and confidence of targeted groups, diversity reflected in displays around school, appreciation of diversity reflected in behaviour in all members of the school community Evidence of BV

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All	Recognise and represent the talents of all pupils in 'high ability & Gifted & Talented' planning, opportunities and programmes if and when appropriate.	High Ability and Gifted & Talented monitored in compliance with policy. Pupils and progress reviewed regularly with all teaching staff.	Headteacher SENDCo	Termly And review of policy	Analysis of the HA and G&T progress show pupils are achieving well. Pupils represented in additional opportunities and on planning when appropriate.
All	Investigate accessibility plan and that building is in line with agreements and expectations of Equality Act. Risk Assessments and development of shared areas to ensure they are accessible and safe.	Observations SENDCo other staff discussions	Headteacher and LGB H & S group PFI	Annually for plan. Risk assessments ongoing	Plan developed and implemented into Accessibility plan. Risk assessments in place.
Community cohesion	Develop opportunities for community links locally, Nationally and Internationally.	Displays, books, curriculum evidence, visitors, trips and events	Headteacher Geography/History/RE leads Curriculum LGB	On-going termly	Local, national and global learning and citizenship developed. Attitude, knowledge, experience and understanding of other cultures enhanced.
FSM	Enhance the wider school provision for children regardless of income including enrichment activities.	Pupil Premium funding expenditure Analysis of trips/residential take up	Headteacher PP Governor	Termly	Any identified gaps in take up of enrichment activities is narrowed.