



St. Mary's Catholic Primary School

educate protect love serve



SCHOOL EQUALITY ACTION PLAN

Requirements to meet the Gender Equality Duty	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget needs?	Action by/Review by date - and further actions?
Employment Issues <ul style="list-style-type: none"> - Staff Recruitment - CPD/training - Conditions 	Continue to use male role models across school life	Governors and Head	Encourage under-represented gender to help run clubs / help within school sessions	End Summer term 2018 and then on going Review Summer term 2018 governors meeting
Admissions and attendance	Monitor attendance by gender	Head	Provide opportunities for pupils and parents to be made aware of the importance of both boys and girls attending school	July 2018 and then on-going
Continue to screen all policies & practices for relevance to gender equality -revise where necessary	Revise any policies as and when necessary for gender equality	Head		Ongoing
Partnerships with parents and community	Ensure fathers/male carers can participate as fully as possible in their children's education	Head and teachers	Encourage fathers to attend parents evenings; events; sporting matches; as well as encouraging to listen to children read	Spring 15 and ongoing

Areas to be considered for their Gender Equality relevance	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget?	Action by/Review by dates - and further actions?
Teaching and learning	Ensure all staff understand possible different gender-related learning styles. Continue to deliver learning, appropriate to gender related learning styles.	Head	Increase Forest School participation Continue to support IWB, ipads and outdoor education	Summer 18 April 2018 Sept 2017 - July2018
Pupil progress	Monitor all elements of SEN register by gender, assess and take any necessary action. Track pupil progress by FSM and gender Track pupil participation in clubs	SENCO/ PSA Deputy Head	Track progress of SEN children by gender – details on school system	Summer 2017 and on going Yearly reviews and reports to governing body
Partnerships with parents and community	Ensure fathers/male carers can participate as fully as possible in their children’s education	Head and teachers	Encourage fathers to attend parents evenings; events; sporting matches; as well as encouraging to listen to children read	Summer 2018 and on going

Areas to be considered for their Race Duty and Community Cohesion	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget?	Review by date and further actions?
Teaching and learning	To use positive images of different children/ people throughout the world.	Head/ Deputy Head	Books / posters / ICT software as appropriate	Sept 2018
Partnerships with parents and community	Develop links with children and schools in other parts of the UK and in countries using a range of ICT to support (email, Skype and visits)	LM/ JK/ LD		Sept 2017 Further links to be developed with schools/communities in countries outside Europe

Areas to be considered for their Disability Equality relevance	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget?	Review by date and further actions?
Maintain access to the curriculum for all pupils. Maintain all extra curricular activities being open to all pupils.	Curriculum available to all. Extra curricular activities available to all.	LD Head	On going On going	July 2018 and then on going yearly

Areas to be considered for their Religion or belief relevance	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget?	Review by date and further actions?
Teaching and learning and Partnerships with parents and community	Continue to encourage children to take part in a range of multi cultural activities, inviting parents and community members to also share these with children.	Deputy Head	Week theme or topic theme– food, dancers, costume, other practitioners as necessary	Sept 2018 and then on going

Areas to be considered for their Sexual orientation and Age relevance	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget?	Review by date and further actions?
Teaching and learning	Through PSHE/SRE lessons look at issues faced by children and adults in today's society linked to sexual stereotyping and harassment (to be age appropriate)	Head/ Deputy Head and PSA	SRE / Drug and alcohol staff training update using Christopher Winter Project SOW.	July 2018
Employment Issues <ul style="list-style-type: none"> - Staff Recruitment / Retention - Conditions 	Continue to develop school policy to changes by government and LA with regard to national retirement age.	CAST/ Headteacher		July 2018 and on-going