

## St Monica's Catholic Primary School Single Equalities and Community Cohesion Action Plan REVIEW 2018-2020

Our School is committed to developing a single equality scheme that incorporates the existing Disability Race and Gender Schemes together with new actions covering Community Cohesion, Age, Religion or Belief and Sexual Orientation.

COMMUNITY COHESION / ALL EQUALITY STRANDS					REVIEW June 2018
Action	Resources	Lead	Link to school priority/other policy	Timescale	
<b>School to parents and the community</b> 1. Celebrate cultural diversity 2. Encourage children to appreciate each other's cultures and talents 3. Seek views of pupils & parents; follow up if inequality is reported	1. Parents involved in school events, flags for national backgrounds 2. RE, PSHE SEAL lessons, Assemblies & performances 3. Questionnaires	HT – all school staff involved	RE Policy	Ongoing	International Day Flags outside Termly Seal lessons On-going assemblies
<b>Family learning</b> 1. Support parents to work with school in raising achievement 2. Invite parents in to work with children for specific themed weeks or events	1. Parent Workshops 2. Pupils invite their mum/dad to school	SMT	Priorities from parent surveys/suggestions	Review Annually	Annual Literacy sessions Maths Evenings SEN support mtgs F/S Dads play, Mother's Day tea Volunteers on Trips
<b>Targeted underachieving groups</b> <b>ALL EQUALITY STRANDS</b> 1. Monitor regular attendance of any children causing concern 2. Through working in partnership with parents provide opportunities to discuss any concerns/issues 3. Ensure vulnerable children's needs are met through being in a nurturing environment with mentoring support and by following a more personalised curriculum	1. Clerical Assistant & EWO time to monitor 2. Staff all available to meet with parents – open door policy 3 Circle Time activities 1 to 1 tuition, small group support	HT, Assessment Coordinator and link Governor	Attainment and achievement reviews of all pupils	On going	EWO visits with office staff Open door policy, mtg with parents as needed Nurture group sessions with TA
<b>Staff and governing body representation of community make-up:</b> Recruit members that reflect the community	Parish Community, Diocese support	Diocese/ Governors	Trust Deed	On-going	
<b>Range of citizenship projects/activities:</b> Sponsor a variety of charities	Staff, community, school council	Headteacher	PSHE, RE	On-going	Local, national and international charities
<b>ALL EQUALITY STRANDS</b> <b>Monitoring of behaviour and exclusions:</b> for patterns of race, gender, disability, sexual orientation report trends to GB and appropriate bodies	Behaviour Records	Headteacher	Behaviour Policy, SEN policy,	On-Going	Number low – no 'pattern' produced
<b>ALL EQUALITY STRANDS</b> <b>Analysis of all pupil achievement and performance:</b> Analyse attainment and progress	Scholar Pack Sats, data dashboards	Assessment leader	Teaching and Learning	Termly	Analysis as produced
<b>ALL EQUALITY STRANDS</b> Monitor the attendance of parents/carers at consultation meetings by all equality strands. Ensure they are notified that they can bring a friend or relative to interpret. In cases where this is not possible, provide interpreters:	Keep a record of the parent consultation sheets. Provide interpreter as and when required	HT		Termly	Attendance very high, parents notified in advance and can bring interpreters as required. None requested

RELIGION					REVIEW June 2018
Action	Resources	Lead	Link to school priority/other policy	Timescale	
<b>Faith:</b> continue to provide opportunities for children to develop their understanding of other major faiths	RE curriculum Three Faiths Forum project	RE leader	RE curriculum	Annual	Set curriculum for World faith study being developed

DISABILITY EQUALITIES					REVIEW June 2018
Action	Resources	Lead	Link to school priority / other policy	Timescale	
<b>Review accessibility plan:</b> Ensure access for all needs represented in our community	Support from outside agencies Building developments	HT Senco	SEN Accessibility plan	On-Going	Support made available for all known access needs,
<b>Analysis of all pupil achievement and performance by disability:</b> Analyse tracking sheets and targets	Pupil Target Tracker	Assessment leader	Sen policy	Termly	Termly LSP reviews include progress
<b>Training:</b> Staff training on SEN linked to disability	Outside Agencies	Senco	SEN policy	Annual	As required

GENDER					REVIEW June 2018
Action	Resources	Lead	Link to school priority/other policy	Timescale	
<b>Range of gender friendly teaching styles and strategies:</b> Planning to include a variety of styles to meet the needs of boys and girls	Planning scrutiny, Work scrutiny, Tracking end of KS attainment	Class teachers	Teaching and Learning	On-Going	No identified issues no significant difference in end of KS2 attainment

RACE					REVIEW June 2018
Action	Resources	Lead	Link to school priority/other policy	Timescale	
<b>Promote equality of opportunity:</b> 1 Continue to extend resources for teaching children who are new to English 2 Build up resources for curriculum units, to increase access to English eg visual aids, pictorial vocabulary	1.By Year group 2.By Year group eg books, IWB resources	HT	Inclusion policy	On-going	Children make good language progress
<b>Monitor unlawful discrimination:</b> Continue to ensure all statutory duties are carried out. Ensure fair employment practices. Monitor, follow up as necessary.	Follow LA and Diocesan Guidance	HT, SMT and governors		Ongoing	LA/Diocese guidance followed
<b>Monitor racist harassment:</b> Promote harmony and follow up any harassment. Use assembly and the curriculum to build harmony & understanding and to challenge racism and harassment and equality for all	Circle Time, SEAL activities, other faith weeks, assemblies	All staff	Race Equality Policy	Ongoing	PSHE and assemblies continue to promote harmony. No recent reported incidents
<b>Promote good relations between different ethnic groups:</b> Ensure resources are free of racial bias	Continue to monitor resources that are used in school eg library books	Class teachers and leaders of special projects		On-going	Books are monitored and kept up to date
<b>Other actions required:</b> Review curriculum content-ensure diverse experiences are represented eg contributions of different ethnic groups to art, history, science etc.	Planning scrutiny	SMT	Curriculum Policy	On-going	Range of topics taught, different countries and backgrounds represented

SEXUAL ORIENTATION					REVIEW June 2018
Action	Resources	Lead	Link to school priority/other policy	Timescale	
<b>Promote good relations between different groups:</b> Be aware of same sex parent families. Ensure resources are free of homophobic bias.	Continue to monitor resources that are used in school eg library books	Class teachers and leaders of special projects		On-going	Resources are appropriate and monitored