

## Archibald Single Equality Action Plan 2016-2019

Policies and Practice						
Objective	Activity	Timescale	By whom	Resources	Impact	Year 2 & 3 actions
Produce and review Single Equality policy	To produce and review Single Equality policy	April 2016	HT	Current Policies	School identifies priorities and actions to be taken across the whole area of the school	Continue to monitor policy and practice to ensure good to better outcomes for the children
Publish the equality policy and action plan.	Publish the equality plan and action plan on the school website	May 2016	SBM	Policy and action plan	Parents/carers fully informed	Update annually
Equal Opportunities						
All staff receive a copy of relevant equality documents as part of induction to Archibald Primary	Document to become part of an induction pack	On going	, Senior Leadership Team (SLT)	Policy	All staff to promote Equal Opportunities for all	Ongoing programme of training
Ensure that all the SLT are clear about their responsibilities in the recruitment and selection of staff	SLT to have completed Safer Recruitment training	Autumn 2016	SLT	Safer Recruitment training	Recruitment procedures ensure Equal Opportunities for all candidates and the best person appointed to the relevant post	

Objective	Activity	Timescale	By whom	Resources	Impact	Year 2 & 3 actions
<b>Race</b>						
Monitor and analyse racist incidents occurring within school	Monitor of any racial incidents to identify any patterns and information recorded in the Principal's report to the Directors detail any actions taken	Termly	Mentors HT	Racial incidents log	No racial incidents reported in school	On going
Monitor and analyse pupil attainment and progress by ethnicity	Act on any trends noted and provide additional support for pupils identified	On going	DHT	EYFS, KS1 and 2 data, RaiseOnline	Good to better progress being made by all groups	Annually
<b>Disability</b>						
Analysis of pupil attainment	Act on any trends noted and provide additional support for pupils identified	On going	HT Care team	EYFS, KS1 and 2 data, RaiseOnline	Good to better progress being made by all groups	Termly
Review after schools activities provision to ensure SEND pupils can access	After school activities monitored	Termly	Inclusion leader	Activities record	All children accessing after school activities	Annually

Objective	Activity	Timescale	By whom	Resources	Impact	Year 2 & 3 actions
To ensure the needs of all SENDs children are met when planning a school trip or special event	All SEND children specifically mentioned on risk assessments	Ongoing	Class teacher	Provision map	All children included from visits	Ongoing
<b>Gender</b>						
Analysis of pupil attainment	Act on any trends noted and provide additional support for pupils identified	On going	HT & DHT	EYFS, KS1 and 2 data, RaiseOnline	Good to better progress being made by all groups	Termly
Monitor and analyse the take up of after schools activities provision by gender	After school activities monitored	Termly	DHT	Activities record	All children accessing after school activities	Annually
Monitor and analyse pupils behaviour by gender	Act on any trends noted and provide additional support for pupils identified	Termly	HT Care team	Behaviour logs	Outstanding behaviour seen in school with good to better progress being made by all groups	Ongoing
<b>Community Cohesion</b>						
Raise awareness of cultural diversity	Celebrate cultural events across the year to increase awareness and understanding of different communities	Termly	Community cohesion leader RE leader class teachers	Planning	Children are aware of other cultures and understand cultural diversity	