

## Greenside School Equalities Plan 2016-19

Strand	Action	how will it be monitored	who is responsible	when	Success indicators
All	Revise, publish & promote the Equality plan through website , newsletter and staff email	questions on parent/carer survey	Head	by April 2016	staff aware of policy parent/carers aware
All	Policy and plan to be reviewed/updated 3 yearly	practice matches policy	SLT/Govs	By Jan 2019	Staff following / using principles
All	monitor and analyse pupil achievement by race, gender and disability and act on any trends identified that require additional support	annual data pack including vulnerable groups	Assistant Heads	By Oct 2016	identified trends reported and actioned
All	Further develop the curriculum to promote diversity	audit/subject monitoring pupil survey	SLT	2016-ongoing	audit shows positive role models from range of groups
All	ensure displays promote diversity - particular regard to white/black Caribbean Asian, African	learning walks lesson observations	SLT	Annual curriculum plans	evidence of range of positive models
All	ensure all pupils are given opportunities to make a positive contribution	data analysis for groups (eg after school clubs)	Assistant Heads	Weekly and termly opportunities	Extended opportunities, pupil voice, staff steering group, etc reflect the whole school community
All	celebrate cultural events throughout the year to increase pupil awareness	pupil survey	All teachers	Summer 2016	pupils show increased awareness

All	increase Governor awareness	Curriculum committee to Monitor	SLT/Govs	Focus at GB meetings	Governors can recall principles
Race, Religion, Community cohesion	make international school links	subject/aspect monitoring	SLT	Audit half termly as part of curricula planning	sharing of work/experiences
Race	Identify, respond to & report racist /bullying incidents	pupil survey	SLT to oversee	Promote tolerance daily	returns to county made
Disability	further develop links within special school network/local agencies; involvement in Signing Week, Special Sports etc signposting/hosting parent/carer groups on ADHD etc exchange visits with Kingsley etc pupil survey	audit of experiences & pupil responses	SLT to oversee	Build in and extend opportunities to mix and meet others with SEND at least termly	experiences are varied and positive for pupils
Disability	seek advice & guidance from external professional agencies HI, VI, CAMHS etc	provision maps	SLT to oversee	Extend staff skills and awareness build into annual CPD plans and links	increased understanding of appropriate interventions

*This Single Equalities Policy and Plan will be updated annually and action taken reported to the Governing Body at least annually and will be an integral part of the Headteacher's report to the Governing Body.*

*The full policy and plan will be renewed and updated by January 2019.*