

Greenside School Equalities Plan 2023-25

Strand	Action	How will it be monitored?	Who is responsible?	When ?	Success indicators
All	Policies to be reviewed/updated 3 yearly	practice matches policy	SLT/Govs	On-going	Staff using principles
All	Monitor and analyses learner achievement by race, gender and disability and act on any trends identified that require additional support	annual data pack including vulnerable groups	Head	2 nd part of Autumn and Summer terms	Identified trends reported and actioned
All	Further develop the curriculum to promote diversity	Audit/subject monitoring learner survey	SLT	Ongoing	Audit shows positive role models from range of groups
All	Ensure displays promote diversity - particular regard to white/black Caribbean	Learning walks	SLT	Termly learning walks	Evidence of range of positive models
All	Ensure all learners are given opportunities to make a positive contribution	Data analysis for groups e.g. choir	Head	Weekly and termly opportunities	Structured and informal conversations with learners and Barnwell pupils
All	Celebrate cultural events throughout the year to increase learner awareness	Learner survey	SLT	Plan termly	Learners show increased awareness
All	increase Governor awareness	DSP and safeguarding governor	SLT / GOV	Focus at GB meetings	Governors can recall principles

Sept 2022

June 2023

Race, Religion, Community cohesion	Develop link with partner school in Zimbabwe	Subject/Aspect monitoring	SLT	Audit as part of curricula planning	Sharing of work/experiences
Race	Identify, respond to & report racist /bullying incidents	Whole school survey	SLT	Promote tolerance daily	Returns to LA made
Gender	Monitor planning and practice across the whole curriculum.	Whole school survey	SLT	Plan in girl focused curriculum	Girls experience positive group time with peers
Disability	Specialist advice & guidance from HI, VI, CAMS etc	provision maps	SLT	Extend staff skills and awareness build in CPD planning	Increased understanding of appropriate interventions
Disability	Develop person centered reviews where needs are complex	learner/parent/carer survey	Head	On an annual basis linked to learners' annual reviews	Learners & parent/carers respond positively

Diversity of Greenside School Population - June 2023

Characteristic	Total	Breakdown (number and %)
Number of Learners	172	32% Female 68 % Male
Number of learners with PMLD	18	66% Female 34% Male
Number of learners with SLD	56	27% Female 73% Male
Number of learners with Autism	98	24% Female 76% Male
Number of staff	148	84.5% Female 15.5% Male
Number of governors	10	64% Female 36 % Male
Learners eligible for free school meals. (FSM)	45	28% Female 72% Male
Number of looked after children (CLA)	4	2 male 2 female
Disabled staff	1	
Learners who speak English as an additional language	14	

Average attendance rate	88.6 %	
Significant partnerships, extended provision,	<ul style="list-style-type: none"> ➤ Co-located with Barnwell High School ➤ Outreach provider (DSPL2) in partnership with Woolgrove School ➤ Joint PMLD Post 19 provision with North Hertfordshire College 	

Ethnicity

Any other Asian background	9
Any other Black background	4
Bangladeshi	3
Black - African	11
Pakistani	2
White – British	113
White and Black African	2
White Other	16
Chinese	1
Indian	3