

Rushbrook Primary Academy

Policy name: Single Equality
Appendix



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All information used in our policies is in accordance with the Data Protection Act 2018 and General Data Protection Regulations (GDPR).



APPENDIX 1 : SCHOOL EQUALITY ACTION PLAN 2021- 2022

Equality Objective	Actions	How will the impact of the action be monitored?	Who is Responsible?	Timescale	Expected Outcomes
Publish and promote the Equality Plan through the school website, newsletter and staff meeting.	Publish and promote the Equality Plan through the school website, newsletter and staff meeting.	All stake holders aware of Equality Plan	Principal/Assistant Principal	Equality plan to be agreed by governing body	All stake holders are familiar with the principles of the Equality Plan and use them when planning lessons, creating classroom displays etc.
Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Pupils achievement and progress data analysed by gender, SEN and ethnicity.	Analysis of data identify trends and act upon them.	SLT	Half termly	Analysis of data demonstrates the gap is narrowing for equality groups.
Ensure that the curriculum and extra curricular activities promote equal opportunities reflecting the school's diversity in terms of race gender and disability.	Curriculum leaders to ensure curriculum promotes equal opportunities through lessons observations and book looks.	Increase in pupils' participation, confidence and achievement levels	SLT Curriculum leaders	Half termly curriculum reviews	Notable increase in participation and confidence of targeted groups.
Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the school council, assemblies and in classes	All staff to provide opportunities	School parliament representation and assemblies monitored	KS2 Phase Leader and SLT	Termly reviews	All children contribute to school.
Ensure that all children with SEND or those children for whom English is not their first language are given appropriate levels of support and well provided for within school.	Maintain SEND register, Personal Evacuation plans, policies and plans including GAS. GAS and Accessibility policy. Analyse data for SEND/ EAL children.	Update of registers, plans policies and dates.	All staff, Principal/Assistant Principal, EAL lead and SENCO	Termly	All children make good progress and achieve well.
Ensure that all children from protected groups are given appropriate levels of support and	All staff to provide opportunities	School parliament representation and assemblies	All staff	Termly	All children from protected groups contribute to school and make progress.



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well provided for within school.		monitored			
Ensure staff with a disability have equality of opportunity	SLT to provide opportunities	Appraisals/ BFET surveys	SLT	Termly	Equality of opportunity for all staff. Staff feel safe and valued members of the school community.
Analyse information about protected characteristics in relation to staff recruitment, retention, training opportunities and promotions to ensure all staff have equality of opportunity.	Information analysed	BFET survey	SLT	Termly	Analysis of data demonstrates equality of opportunity.
Ensure all staff are role-models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.	Diversity/ Code of conduct training. Policies available on website and local area. Questionnaire	Staff/ children questionnaire	SLT	Termly	Survey results show all staff role model for equal opportunity. All staff feel safe and valued members of the community.
Identify and support women and children experiencing domestic abuse during the COVID-19 pandemic.	Safeguarding training.	All staff	SLT, Safeguarding team	Termly	Children and women identified as experiencing domestic abuse are signposted to relevant organisations. Children are supported in school.
Identify impact of Coronavirus on protected groups (staff and pupils).	Individual Risk Assessments for staff and children. Individual provision to be made for staff and children with disabilities/ medical needs.	SLT carry out risk assessments	SLT	Termly (during lockdown)	Risk assessment demonstrate children and adults are well supported.