

Bramcote C of E Primary School



Equality Duty – Action Plan 2017-2021

Aspect of the Equality Duty and issue identified	Objectives and timescale	Activities	Responsibility	How we will measure progress
Protected characteristic: Disability/SEN				
Attainment of children with SEN	Raise attainment of pupils with SEN and narrow the SEN/non SEN gap	<ul style="list-style-type: none"> • Using individual targets for teaching reading, writing and maths • Spelling Intervention • Handwriting Intervention • Develop positive messages about Dyslexia • Interventions with phonics • Hold termly SEN review for most significant pupils • Ensure quality first teaching of children with SEN • 	<ul style="list-style-type: none"> • Whole Staff • SENCo • SEN governor 	<ul style="list-style-type: none"> • Pupil Progress Meetings • SEN review of targets • Pupil voice • Parent feedback • Lesson observations
Protected characteristic: Ethnicity (race)				
Awareness of difference races	Develop positive attitude to multicultural society	<ul style="list-style-type: none"> • To embed school values • Celebrate key religious events through RE • Build a culture of respect and tolerance. 	<ul style="list-style-type: none"> • HT • RE subject leader 	<ul style="list-style-type: none"> • Pupil conversations • Pupil questionnaires • School Parliament • School collective worship
Protected characteristic: Gender (sex)				
Equal progress and attainment of children	Ensure equal progress in reading, writing and maths for girls and boys.	<ul style="list-style-type: none"> • Provide early writing opportunities for boys and girls in YR and Y1. • Engage boys and girls in the learning process through exciting and stimulating topics • Present positive male and female role models in school • Present positive male and female role models in society e.g. female scientists or mechanics 	<ul style="list-style-type: none"> • All Staff • English and Maths Subject leaders 	<ul style="list-style-type: none"> • Pupil Progress Meetings • Eazmag data • Pupil voice • Work scrutiny
Protected characteristic: Pregnancy and Maternity				
n/a	n/a	n/a	n/a	n/a
Protected characteristic: Religion or Belief				
Awareness of different beliefs and cultures	Raise awareness of and develop a positive attitude and tolerance towards different religions	<ul style="list-style-type: none"> • Link with other places of worship • Visit places of worship from a different religion • RE curriculum developed and embedded • Provide opportunities for prayer, reflection and song in school collective worship 	<ul style="list-style-type: none"> • HT • RE subject leader 	<ul style="list-style-type: none"> • work with the local parish church • Involvement of parents / carers of children from other religious backgrounds. • Pupil voice

Protected characteristic: Sexual Orientation and Gender Reassignment				
Awareness of sexual orientation and gender reassignment	Develop positive attitude to sexual orientation and gender reassignment	<ul style="list-style-type: none"> • School is proactive in its response to pupil questions and inquisitiveness by reinforcing tolerance and developing understanding • Revised Behaviour policy reinforces positive values and challenges inappropriate attitudes 	<ul style="list-style-type: none"> • All staff 	<ul style="list-style-type: none"> • Pupil voice • Behaviour log • Staff feedback
Access plan (including physical improvements, curriculum access and the provision of auxiliary aids)				
Improve the facilities	To ensure access to all areas is available to all All pupils physical and learning needs are supported through provision of resources	<ul style="list-style-type: none"> • Individual programmes for support from external agencies are adhered to • Provision is made to provide a disabled car parking space within the school car park 	<ul style="list-style-type: none"> • Staff • Governors • SENCo 	<ul style="list-style-type: none"> • Accessibility plan 2016-2019
Community Cohesion Plan (any additional actions not already covered under the above headings)				
Awareness of different beliefs and cultures Improve the facilities to support education in the local community	Over 4 years: To raise the profile of education within the local community.	<ul style="list-style-type: none"> • Local community supporting school events • Parent events and workshops • Links with the pre school • Friends (PTA) community events • Raise profile of the school within the local community through events and activities 	<ul style="list-style-type: none"> • All staff • Friends • Governors 	<ul style="list-style-type: none"> • Parent questionnaire • Pupil numbers • Parental involvement