

## Boom Barns Primary School Equality Scheme Action Plan 2019/20

Policy and Practice						
Objective	Activity	Timescale	By whom	Resources	Impact	Year 2 & 3 actions
Ensure Equality action plan is manageable and fit for purpose.	Governors and SLT to agree AP	July 2020	SLT	Policy file	School identifies priorities and actions to be taken	Continue to monitor policies, procedures and practice for positive impact
Update and publish the equality policy and action plan.	Publish the equality policy and action plan on the school website.	July 2020	SLT GB Office manager	Current policy Action plan	Parents/carers fully informed.	Update annually
Staff						
All staff receive a copy of relevant equality documents as part of induction process.	Equality documents become part of induction pack.	On going as new staff recruited.	DHT	Equality policy and action plan.	School staff are able to identify the specific actions and behaviours needed to promote equality in the context of their job /role	On-going programme of training.
Ensure that all the GB are clear about their responsibilities in the recruitment and selection of staff.	GB members and SLT staff to complete the Safer Recruitment Training.	Autumn 2019	CoG HT	On-line course	Recruitment procedures ensure equality for candidates and recruit the best person for the role.	All staff vacancies full.
Race						
Monitor and analyse racist incidents occurring within school	Monitor the racial incident log. Look for reoccurring patterns.	Termly	HT	Racial incident log	Racial incidents are lessened	On-going
Monitor and analyse pupil attainment & progress by ethnicity	Act on any trends or patterns in data that require additional support for pupils	Termly	HT	FS KS 1 & 2 results data RAISEonline	All groups of pupils make good progress	Annually
Monitor and analyse pupil's behaviour by ethnicity	Act on any trends in the data that requires additional support for pupils	Termly	HT	Behaviour logs Behaviour policy	Improved behaviour	On-going

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Disability						
Analysis of pupil attainment	How well do SEND, particularly SA+, pupils perform at the end of KS1 & 2 in comparison with all pupils?	Autumn 2019	INCo	Pupil progress meetings	Pupil progress tracked and interventions put in place where necessary.	On-going
Review after schools activities provision to ensure SEND pupils can access.	After schools activities are monitored.	Termly	OSHL leader	Activities registers	All groups of pupils are able to access after school activities.	Review annually
To ensure all classrooms accessible and/or ramp access. To add ramp to community room.	Make greater use of outdoor quiet spaces when weather permits.	On-going	Site manager	Outside tables. Non ball game resources.	Improved use of quiet areas.	Review annually
To ensure the needs of all SEND children are met when planning a school trip, special event, sports event, OSHL and wraparound care	Provision map to be updated termly. All staff to be made aware of SEND pupils. SEND pupils mentioned specifically on risk assessments.	Termly	All teachers and other adults to make INCo aware of any changes to circumstances or of additions that need to be made to the Provision Map.	Provision Map	All adults better informed on pupil's needs.	Annually update.
Gender						
Monitor and analyse pupil attainment & progress by gender	Act on any trends or patterns in data that require additional support for pupils	Summer 2020	HT	FS KS 1 & 2 results data RAISEonline	Ensure that all pupils make good progress	Annually
Monitor and analysis pupil's take up of after school activities by gender	Act on any trends in the data that requires additional support for pupils	Spring 2020	OSHL leader	After school activities registers	Ensure that all pupils have access to after school activities	Annually