

APPENDIX TWO (c)

MANDEVILLE'S EQUALITY ACTION PLAN (including Accessibility Plan) 2018-2021

| Public Sector Equality Duty | Equality Objectives | Actions | How will the impact of the action be monitored? | Who is responsible | Time Frames | Progress commentary |
|--|---|--|--|---|-------------------------------|----------------------------|
| <p>Eliminate discrimination, harassment and victimisation</p> | <p>Ensuring that incidents of bullying and harassment are appropriately dealt with according to Behaviour Policy.</p> | <p>Record any incidents of harassment and bullying according to the school's Behaviour Policy; an analysis will be made of incidence of red cards in terms of SEN, Gender, FSM and EAL.</p> | <p>Phase and SLT Meeting Report to Curriculum Committee</p> | <p>Senior Leadership Team & Natalie Richards (Deputy Inclusion Manager)</p> | <p>Termly</p> | |
| | <p>Ensure that no member of the school community is discriminated on the grounds of any protected characteristic.</p> | <p>Pupil, Parent and Staff Reviews (Questionnaire)</p> <p>Ensure removal of any obstacles and that pupils and parents are targeted and encouraged to participate in events and after school clubs. This includes free breakfast club</p> | <p>Senior Leadership</p> <p>Club listing checked termly</p> | <p>Matthew Shapland - Associate Head</p> <p>Natalie Richards (Deputy Inclusion Manager)</p> <p>Senior Leadership Team</p> | <p>Yearly</p> <p>On going</p> | |

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| | Monitor the engagement of FSM /PPG pupils in extra-curricular activities. | | | | On going | |
| Advance equality of opportunity between different groups | <p>Narrow the gap in attainment (numbers achieving age expected levels) between children who receive Free School Meals and those who do not.</p> <p>Narrow the gap in attainment (numbers achieving age expected levels) between children who receive a Pupil Premium grant and those who do not.</p> | <p>FSM pupils to make accelerated progress and be provided with appropriate interventions</p> <p>Specialist teachers to deliver high quality targeted interventions to PPG pupils</p> | <p>Pupil data analysis of FSM in reading, writing and maths from Year 1 to Year 6</p> <p>Pupil data analysis of PPG from nursery to year 6</p> <p>Review and report to Governors.</p> | <p>Matthew Shapland (Associate Head) and Francesca Slot (Inclusion Manager/SLT)</p> <p>Matthew Shapland (Associate Head) and Francesca Slot (Inclusion Manager/SLT)</p> <p>Matthew Shapland-Associate Head</p> | <p>Termly</p> <p>Termly</p> <p>Termly</p> | |

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| | <p>Narrow the gap in attainment (numbers achieving age expected levels) between SEN and non-SEN</p> <p>Narrow the gap (numbers achieving age expected levels) between under performing groups and those making good progress. Ensure that recruitment of staff takes into account the diversity of the community served. Ensure fair use of the playground, equipment and participation by all children.</p> <p>Staff Training that highlights and addresses issues of inequalities</p> | <p>Raising Pupil Achievement Meetings. SEN reviews Provision mapping Interventions</p> <p>Monitoring of ethnicity, disability and gender with regards to recruitment, training and promotion. Monitoring visits by SLT to playground to view participation. Training of staff</p> <p>Data analysis Staff Meetings. Raising Pupil Achievement Meetings.</p> <p>Termly Coordinators supported in cohort analysis.</p> | <p>Pupil data analysis of SEN from nursery to year 6</p> <p>SDP Reviews</p> <p>Pupil consultation, assemblies and School council</p> <p>SDP Reviews</p> | <p>Senior Leadership Team/SENCo /Inclusion Team</p> <p>Matthew Shapland - Associate Head / Louise Nichols – Executive Head</p> | <p>On going</p> <p>On going</p> <p>Termly</p> | |

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| Foster good relations between different groups | <p>Raising Awareness of the Single Equalities Policy</p> <p>To continue to host and attend events which promote and celebrate difference and diversity in community</p> | <p>Publish policy on updated school website, Staff briefing and assemblies.</p> <p>Coordination and planning of whole school events eg International Evening, Dance and Drumming shows</p> | <p>Governing Body</p> <p>Parent Review surveys</p> | <p>Ian Mullaney – Governor for Equality</p> <p>Marc Thompson (Deputy Head)/ Natalie Richards (Deputy Inclusion Manager)</p> | <p>Yearly</p> <p>On going</p> | |
| Accessibility - premises | <p>To ensure that, as far as possible, the physical environment is accessible to all users.</p> | <p>Review accessibility arrangements for pupils, parents, staff and users in the building.</p> <p>Repositioning of classes to accommodate need of disabled pupils where necessary and planned and implemented</p> | <p>SDP review</p> | <p>Matthew Shapland - Associate Head / Louise Nichols - Executive Head</p> <p>Matthew Shapland – Associate Head</p> | <p>On going</p> | |

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| | | <p>arrangement of furniture/equipment to support the learning process of all individuals.</p> <p>Improve and maintain signage around school including clear visuals.</p> | | Class teachers | | |
| Curriculum | Increase access to the curriculum for pupils with a disability. | <p>Training (including medical) to enable relevant staff to use and support use of specific resources to ensure all pupils are able to access the curriculum.</p> <p>Continue to seek advice and support from specialist teachers (e.g. Teacher for Deaf children) to improve access for deaf and partially deaf children.</p> | CPD audit and review. PM for all staff. | <p>Matthew Shapland (Associate Head)</p> <p>SENCo</p> | On going | |

This Equality Plan sets out the Equalities Objectives 2018-2021 and is referenced in our school development plan