



APPENDIX TWO (a) EQUALITY ACTION PLAN (including Accessibility Plan) 2021-24 Mandeville

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible	Time Frames
<p>Eliminate discrimination, harassment and victimisation</p>	<p>Ensuring that incidents of bullying and harassment (including sexual harassment) are appropriately dealt with according to Behaviour Policy.</p>	<p>Record any incidents of harassment (including sexual 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</p>	<p>Senior Leadership Team & (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 (Questionnaires) include questions relating to discrimination, bullying and harassment.</p>	<p>Report to Curriculum Committee</p>	<p>Associate Head</p>	<p>Termly</p>
		<p>Use contextual information to identify vulnerabilities and proactively engage targeted families in order to address any issues in under -represented groups Whole school training on unconscious bias.</p>		<p>Senior Leadership Team and (Deputy) Inclusion Manager</p>	<p>On going</p>
		<p>Monitor the engagement of FSM /PPG pupils in extra-curricular activities.</p>		<p>Senior Leadership Team</p>	<p>On going</p>



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		<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>Advance equality of opportunity between different groups</p>	<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>Narrow the gap in attainment (numbers achieving age expected levels) between SEND and non-SEND</p>	<p>FSM pupils to make accelerated progress and be provided with appropriate interventions</p> <p>Specialist teachers and other trained staff (Teaching and Learning Associates/Academic mentors/Teaching Assistants) to deliver high quality targeted interventions to PPG pupils</p> <p>Termly Raising Pupil Attainment Meetings used to identify underperforming groups and individuals and these children are targeted to receive</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>Pupil data analysis of SEND from</p>	<p>Inclusion Manager/SLT</p> <p>Inclusion Manager/Deputy Head/SLT</p> <p>Associate Head</p> <p>Senior Leadership Team/ Inclusion Team/SENCO</p>	<p>Termly</p> <p>Termly</p> <p>Termly</p> <p>On going</p>



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	<p>Narrow the gap (numbers achieving age expected levels) between under performing groups and those making good progress.</p> <p>Ensure that SEND children can access the curriculum through Quality First teaching and / or planned adaptations</p> <p>Ensure that recruitment of staff considers the diversity of the community served.</p> <p>Ensure fair use of the playground, equipment and participation by all children.</p>	<p>interventions (analysis includes: ethnicity, gender, EAL, PPG, term of birth, SEN)</p> <p>SEND reviews Provision mapping Interventions</p> <p>Subject Leads to develop a subject overview which includes accessibility for SEND children.</p> <p>SEND training for all staff to identify and support children's needs – see annual training schedule</p> <p>Monitoring of ethnicity, disability and gender with regards to recruitment, training and promotion.</p> <p>Monitoring visits by SLT to playground to view participation. Training of staff</p> <p>Data analysis Staff Meetings.</p>	<p>nursery to year 6</p> <p>SDP Reviews</p> <p>Curriculum review meetings. SEND data analysis</p> <p>Pupil consultation, assemblies and School council</p>	<p>Associate Head / Executive Head</p> <p>Curriculum Lead and subject leads Inclusion Manager/SENCO</p> <p>Exec Head Assoc. Head</p>	<p>On going</p> <p>On going</p> <p>Termly</p>



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	Staff Training that highlights and addresses issues of inequalities	Embed and continue to develop the LEAP Empowerment Curriculum including: Unconscious bias training for all staff, Anti-Racism training, Collaborative anti-racist curriculum development, Cohort profiles with groups identified provided to all staff.	SDP / CPD Reviews, Staff consultation, Monitoring cycle	Assoc. Head / SLT	Termly
Foster good relations between different groups	Raising Awareness of the Single Equalities Policy To continue to host and attend events which promote and celebrate difference and diversity in community	Publish policy on updated school website, Staff briefing and assemblies. Coordination and planning of whole school events e.g. International Evening, Dance and Drumming shows	Governing Body Parent Review surveys	Governor for Equality Inclusion Team	Yearly On going
Accessibility - premises	To ensure that, as far as possible, the physical environment is accessible to all users.	Review accessibility arrangements for pupils, parents, staff and users in the building. Repositioning of classes to accommodate need of disabled pupils where necessary and planned and implemented arrangement of furniture/equipment to support	SDP review	Associate Head and Executive Head Premises Manager Class teachers and Inclusion Team	On going



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		<p>the learning process of all individuals.</p> <p>Improve and maintain signage around school including clear visuals.</p>			
Curriculum	<p>Develop a curriculum that is representative and relevant to the school community and wider community in Hackney .</p> <p>Increase access to the curriculum for pupils with a disability.</p>	<p>Remove Black History Month from our special weeks and make a commitment to ensuring that Black History is taught all year round and woven throughout the curriculum.</p> <p>Embed and continue to develop the LEAP Empowerment Curriculum including: Unconscious bias training for all staff, Anti-Racism training, Collaborative anti-racist curriculum development,</p> <p>Continue to collaborate with Hackney’s Young Black Men project to develop strategies and practices that address the disproportionately negative outcomes for young black boys in Hackney</p> <p>Change the English curriculum and Foundation subjects to ensure these objectives are met.</p>	<p>Analyse units of work</p> <p>Assess impact of changes made</p> <p>CPD audit and review. PM for all staff.</p>	<p>Associate Head and Curriculum lead</p> <p>Subject Leads Associate Head and Curriculum lead</p> <p>LEAP English Lead Curriculum Lead</p> <p>SENCO</p>	<p>On going</p> <p>Ongoing</p> <p>Ongoing</p>



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		<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 and Sight Impaired children) to improve access.</p>			

This Equality Plan sets out the Equalities Objectives 2021-2024 and is referenced in our school development plan