



# **Single Equality Action Plan**

**January 2022- January 2025**

The Governing Body will work to ensure school celebrates diversity and is free of discrimination, harassment or victimisation on the grounds of the following list of nine protected characteristics as identified by the Equality Act 2010:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

This document details the actions to be taken over the next 3 years to satisfy the requirements of the protected characteristics as referred to within the School's Single Equality Scheme. (SES)



	<ul style="list-style-type: none"> <li>Mgt team to provide any training required subsequently.</li> </ul>				
<b>3. To work together with stakeholders to deliver more effective and equal outcomes for pupils.</b>	<ul style="list-style-type: none"> <li>To ensure that opportunities provided in school offer equal access to all groups of children including those with disabilities.</li> <li>To work collaboratively to quickly identify need and provide the support needed via EHAs, SEN reviews and referrals.</li> <li>To continue to work with relevant agencies to deliver programmes of work to improve knowledge, skills and understanding.</li> <li>In termly monitoring to note and plan action to address and reduce differences in attainment and progress for groups of children in school.</li> <li>To support children who have English as an additional language in integrating into the school community and accessing teaching and learning.</li> <li>To identify and assess children who are 'young carers' and support them in school.</li> </ul>	<ul style="list-style-type: none"> <li>Age</li> <li>Disability</li> <li>Race</li> <li>Religion or belief</li> <li>Sex</li> </ul>	HT  SENDCo  SENDCo  HT & Pupil Support Team  SENDCo  SENDCo	2022-25	
<b>4. To work together with stakeholders to deliver more effective and equal outcomes for staff.</b>	<ul style="list-style-type: none"> <li>To ensure that talents are acknowledged and encouraged in a working environment free from discrimination.</li> </ul>	All protected characteristics	GB delegated to HT	2022-25	
<b>5. To make our workforce more representative of the schools community.</b>	<ul style="list-style-type: none"> <li>When vacancies arise to review staffing structure to check that it is effective and gives value for money.</li> <li>To recruit the best candidate for the position.</li> </ul>	All protected characteristics	Governing Body	2022-25	

<b>6. To promote the school in the community, encouraging representatives of groups in the locality to become more involved with the school to replicate the composition of the community.</b>	<ul style="list-style-type: none"> <li>• Participation in local community events eg fund raisers, litter picking, school as a venue for events etc.</li> <li>• Membership of the Governing Body</li> </ul>	All protected characteristics	Governing Body	2022-25	
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CMP January 2022