



Equality Action Plan

KEY ISSUE
Improving awareness of equality within the physical environment and how we can adjust provision to meet needs: (short term)

Success criteria

- Raised confidence of staff in strategies for effective strategies to increase participation for all pupils.
- All staff aware of individual access needs and necessary adjustments.

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
1. Ensure that staff are appropriately trained for specifically identified pupil needs (especially physical, medical and sensory)	SENDCo	September 2021	July 2022	EPS time – 2x ½ day Supply release as required	SLT	
2. Assess the physical environment and ensure that necessary adjustments are made where needed to enable full access from all pupils.	Class teachers	September 2021	July 2022		SLT through class monitoring	
3. Ensure teaching & learning resources appropriately support pupils' immediate learning needs, and adjustments are made to improve provision where necessary	SENDCo	September 2021	July 2022	From learning resources budget	SLT through class monitoring	



KEY ISSUE
Improving access the curriculum (medium term)

Success criteria:

- All children in school able to access all school trips and take part in range of activities.
- All children able to access PE and disabled children more able to excel in sports.
- Curriculum areas are appropriate resourced to ensure that all pupils are fully included and tasks are accessible.

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
1. Ensure all school trips and camps are accessible to all. a. Support for staff on making trips accessible. b. Ensure that school visits cater for disabled pupils and venues are inclusive	Headteacher EVC	Sept 2021	July 2023		Designated Governor	
2. Continually review PE Curriculum to make PE accessible to all: a. Implement actions arising from the inclusion audit b. Purchase resources that ensure all PE activities are fully inclusive c. Identify planning support for teachers of disabled pupils	PE Coordinator	Dec 2021	July 23		Designated Governor and HT	
3. Audit lunchtimes to ensure that they are accessible and equal for all. Initiate staff training to further improve this provision.	HT	Sept 21	Jul 23	£1200 PE funding for active lunchtime	LGB	

KEY ISSUE
Improving access to curriculum and use it to address gender imbalance (long term)

Success criteria:

- All staff confident and consistent in range of inclusion strategies and use of alternative recording.
- Planning for activities avoids stereotyping and promotes activity equally amongst girls and boys.
- Increased confidence of staff in developing teaching for equality.
- Girls report that they enjoy physical activity 'most of the time' (GUINY).

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
1. Develop awareness of inclusion in planning teams a. Raise the profile and awareness b. Work as planning teams to identify proactive solutions to accessibility within themes	SLT	Sept 21	Sept 2023		LGB	
2. Audit PE provision for girls to identify any gender imbalance in planned activities, and use the outcomes to improve planning: a. Undertake a collaborative review of provision b. Hold strategy meetings to identify approaches and plan for improvement c. Workshops and pupil activities to build confidence in approaches to activity	SLT/ PE lead	Sept 21	May 2022		LGB	
3. Address gender imbalance through staff training and pupil workshops so that there is greater awareness throughout the school community of issues.	SLT	Dec 2021	Jul 23		LGB	
4. Maintain staff confidence in inclusion strategies through a planned cycle of training from initial induction, and through staff meetings for all staff.	SLT	Sept 21	Jul 23		LGB	