

Horton St Michael's

Equality Action Plan 2018 -2020

Outcome	Action	Timescale	Actioned by	Monitored by	Impact
All staff and governors to be aware of Equality issues and their responsibilities	Write the Equality Action plan and publish on website Discuss at governor and staff meetings	Ongoing	LM	HT and Govs	
Continue to develop positive relationships with parents and to value their opinions	Open door policy Parent. Questionnaire to be sent out annually. Encourage all to respond	Ongoing Summer Term annually	LM/SP	HT and gavs	
Children to appreciate the diverseness of cultures	Assemblies and RE lessons to discover rich variety of religions. School visits and visitors open up the world for children. Our foundation blocks for learning focus on 'I am Part of the World's Family' will encourage children to see themselves as world citizens.	On-going – special reference to Festivals to be references in Assembly plan	LM – assembly plan Staff – RE lessons and activities	HT and gavs	
Vulnerable children to have access to extra-curricular activities	Pupil premium children to have one after school club, trips and music lessons paid	September – letter to PP parents reminding them of entitlement	SP	HT	
Tracking allows us to monitor performance of different groups accurately, allowing us to focus on underperformance robustly	Tracking grid will allow us to track the progress and attainment of all children and to extract information of vulnerable groups	Ongoing	All teaching staff	HT and gavs	

All children to have accessibility to our curriculum irrespective of needs and all areas of the school to be accessible for all stakeholders	Safety recommendations put into place for vulnerable children Continue to gain advice from professionals when needed Staff to receive training where necessary	Summer 2014 Ongoing	EYFS staff All staff where needed	HT and gobs	
Children to appreciate the needs of others	Children to support a chosen charity and to organise events to raise money Children to organise events which encourage a variety of members of the community to come into school	Ongoing	School council to nominate charity	HT	
Needs of all pupils will be considered when structuring classes and curriculum.	Pupil progress and attainment in all classes will be monitored in line with LEP assessment grids	Summer 2014 then ongoing	Headteacher and staff	HT and gobs	
Links to be established with members of our community to continue community cohesion	Friends events Cluster and LEP events Trips to a wide variety of places including cities Organise events where visitors from the community are invited. Organise activities between school and Horton Lodge.	Ongoing	Headteacher Staff Governors (members of Friends)	HT and gobs	