

Edenbridge Primary School Equality Action Plan (Race, Gender, Disability and Accessibility)

	Year Actions 2014/15	Impact	Deadline	Lead Officer	Indicator of Achievement	Review comments
1.	All new and existing policies, procedures and practices to undergo impact assessment for equality of pupils, staff, parents and carers and visitors to the school.	The school will address the needs of diverse and vulnerable groups, at risk of disadvantage and promote good relations and cohesion between diverse communities and set priorities accordingly.	On-going	Inc. Man SES Team	Equality Impact Assessment completed in line with policy review.	
2.	Monitor progress of vulnerable groups.	The progress of all learners identified in vulnerable groups will be tracked. This will assist future plans/actions	Monitor termly.	Inc. Man	All learners will make good progress in all curriculum areas. Any highlighted groups who are not making enough progress can be investigated and appropriate action taken.	
3.	Publish and promote the work of the Single Equality Team.	Promote the effectiveness of the work the team does and generate ideas and issues for future discussions.	July 2015	AD/EH SES Team	The Single Equality Team are highlighted within the school community.	
4.	Consideration given to recognise and represent talents of disabled on the Gifted & Talented register.	Monitoring of vulnerable groups on Gifted & Talented register.	July 2015	EH SES Team	Regular feedback given concerning higher achieving vulnerable children.	
5.	Increase awareness of Homophobia within the school community. Enquire about opportunities for staff training.	The school will address the needs of diverse groups within its community.	July 2015	EH/AD	Staff will be able to identify if there is a problem in this respect and deal with incidences appropriately.	

6.	Religious Awareness Day	Awareness of different faiths highlighted	July 2015	RE Coord. SES Team	Children will have an increased knowledge and acceptance of others who practise a different faith.	
7.	Ensure displays promote diversity in terms of race, gender and ethnicity.	The whole community will become aware of the diverse nature of our world.	July 2015	AD/CC	Displays around the school will show a diverse society.	
8.	Anti-Bullying Week 'Let's stop bullying for all' to focus on disability.	Highlighting the connection between bullying and disability.	Dec 2014	SES Team	Children will become more aware of the connection between bullying and disability and learn strategies to deal with incidences for themselves and others.	
9.	To ensure all areas within the school site are accessible. A site walk to be carried out to identify any problems.	The school is easily accessible to all children and visitors.	July 2015	SES Team	Following site walk – areas that might need attention are highlighted.	

Date action agreed: September 2014

Date agreed for review: July 2014

Reviewed

