

APPENDIX OF EQUALITY POLICY- EQUALITY ACTION PLAN (including accessibility plan) 2020 - 2024

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible?	Time Frames
Eliminate discrimination, harassment and victimisation	To ensure that the behaviour policy is implemented effectively.	<ul style="list-style-type: none"> To review Behaviour Policy on an annual basis 	Report from HT to GB	HT	Annually
	To ensure that pupils and staff work within a framework which acknowledges the rights and responsibilities of all children	<ul style="list-style-type: none"> To continue as UNICEF Rights Respecting School Award (RRSA) 	Reports from Steering Group to HT/GB	Steering Group & HT	Ongoing
Advance equality of opportunity between different groups	To ensure that all 'protected' and unprotected groups are represented across the range of activities and decision making groups within school, e.g., School Council; Play leaders; RRSA Steering Group;	Staff responsible for leading groups ensure that all pupil groups are represented	Reports from Teachers to GB via HT	SLT	Reviewed annually
	To ensure all parents feel involved in school life and are able to support their children with learning activities	Continue to promote a range of parent learning activities, including workshops and family learning events	Reports from SENCo to GB	SLT	ongoing
Foster good relations between different groups	To actively promote tolerance and respect for difference	To develop new statutory policy and materials for teaching of SRE throughout school Carry out consultation of parents/carers and children (GIFT Team) to ascertain thoughts and wishes re SRE policy	Reports from HT to GB	HT	Spring term 2020 ongoing

Accessibility Premises	To ensure that ongoing programme of school refurbishment reflects priority of improved accessibility for all types of disability, including physical, hearing and visual impairments	Ensure any recommendations are implemented in a timely manner to future building projects	Reports from HT to GB	GB	Spring 2020 Ongoing
Accessibility: Information	To ensure that website continues to improve the way in which it provides information to ensure accessibility for all parents and website visitors	Website to include an increasing range of information linked to or informed by Single Equalities Policy: <ul style="list-style-type: none"> - RRSA - New Lancashire Local Offer & school's local offer, SEN Information report - RSE Policy 	Gov audit of website SENCO and School Business Manager	HT	Spring 2020 Review termly
Accessibility: Curriculum	To improve the range of resources to support pupils with SEN	Subject Leaders to organise compilation of Knowledge Organisers for their subjects detailing vocab & key skills to be taught to all children incl those with SEN in each year To increase school's capacity to cope with increasing Mental health issues amongst its community: <ul style="list-style-type: none"> - MH champions - New DSL Team - Supervision introduced - Staff training on ACEs To develop new statutory policy and materials for teaching of SRE throughout school	Reports from SENCo to GB HT Report to Govs	Subject leaders Teachers	Spring 2020 ongoing

This Equality Plan sets out the Equalities Objectives 2020-2024