

**Vernham Dean C of E Primary School Single Equality Action Plan  
2018 - 2021**

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations Amendment Act 2000, Disability Equality Duty 2005 and Equality Act 2010.

Our school is committed to developing a Single Equality Scheme that incorporate the existing Disability, Race and Gender Schemes together with new actions covering Community Cohesion, Age Religion or Belief and Sexual Orientation.

Vernham Dean Gillum's C of E Primary School acknowledges that we have a duty to:

- Eliminate discrimination, harassment and victimisation
- Promote equality of access and opportunity within our school and our wider community
- Promote positive attitudes to difference and good relationships between people with different backgrounds, gender, cultures, faiths, abilities and ethnic origins

<b>Actions</b>	<b>Linked area</b>	<b>Who is responsible</b>	<b>Time Scale</b>	<b>Resources/cost</b>	<b>Success Criteria</b>	<b>Monitoring arrangements</b>
Identify groups of children to monitor progress: Focus particularly on SEN children. <ul style="list-style-type: none"> <li>• Boys/Girls</li> <li>• Ethnic Minority</li> <li>• Vulnerable (at risk of EHH involvement)</li> <li>• Service children</li> <li>• Pupil Premium (FSM)</li> <li>• Disability register</li> </ul>	All	HT/Govs/CTs	January 2019	SLT team meetings Staff meetings HT/SENDCO meetings PCT meetings/support	All relevant children identified and known to teachers and progress is appropriate.	Pupil progress meetings termly. Report to FGB through HT report GWG HT/PCT discussions.
Review data in school on identified groups of children; review data gathering systems	All	HT and Leadership team	Sept 2018 and ongoing	SLT team meeting time Pupil progress meeting time	All staff aware of current attainment of groups of pupils	SEN Governor HT meeting with Chair of Governor HT meeting with SENDCO GWG
Analyse progress made by different groups using end of year teacher assessment	All	HT and Leadership team	July 2019	SLT meeting HT staff meetings	All staff and governors aware of progress made by groups of pupils throughout 2018-	Governor Working Group FGB

					2019 and subsequent years	
Develop and monitor issues of bullying- racial/cyber etc whole school systems and record incidents	All	HT/SBM	Half termly	Management time PCT sessions	Baseline data gathered and monitored. PCT notes.	Report to FGB in HT reports. HT/PCT discussions.
Review and improve delivery of sex education (SRE)	Sexual orientation	HT/Year 6 teacher	January 2019 and ongoing.	HT/Year 6 teacher meeting. Explore use of Jigsaw as a whole school approach £2500	Equality issue addressed. Teaching of sex education is current and at appropriate level.	SLT- Govs
Ensure that simple information on equality is available and updated on a regular basis to pupils, parents and staff via the website	All	HT/ Leadership team	Through year 2018-2021 and subsequent years	Management time	Website updated with relevant information- JB	HT/Govs
Put into place a series of consultation mechanisms to improve well-being of: <ul style="list-style-type: none"> <li>Identify any issues relating to gender</li> <li>Children from different races</li> <li>Children with disabilities</li> </ul>	Race Disability Gender	HT/Governors	Through year 2018-2021 and subsequent years	SLT meeting Governor Working Group	Any issues concerning equality of opportunity are identified and further actions planned to improve the situation	HT report to FGB
Improve pupils' understanding of different cultures and races <ul style="list-style-type: none"> <li>Review RE curriculum</li> <li>Review current school's network link</li> <li>Review link with local community (including how school communicates to parishioners)</li> <li>Embed links with Church, identified through SIAMS</li> </ul>	Community Race Religion Belief	HT & RE and Worship Leader	February 2019 June 2019	HT & RE and Worship leader meeting allocation of time RE and Worship leader management time	Successful new links made and strengthened existing links. Key dates implemented into school calendar and advertised on school website. Cohesion of opportunities	HT report to FGB

<p>evaluation and placed into action plan</p> <ul style="list-style-type: none"> <li>Develop cohesion of multicultural links between linked schools (VDG and The Clere/Harrow way/Bourne Valley Cluster)</li> </ul>						
PSHE/Citizenship curriculum review and updated (including British Values)	All	School staff	Feb 2019	Relevant staff CPD	PSHE revised curriculum through staff evaluation June 2020	HT meeting with Chair of Governor
Monitor uptake of extra-curricular activities for identified groups	All	HT	Termly	1 x SLT meeting	Analysis to show areas for development with planned actions	HT meeting with Chair of Governor
Establish the diversity of workforce; analyse and identify areas for improvement	All	HT/Leadership team	June 2019 and each subsequent years	1 x SLT meeting	Data responded to relating to equality for staff	FGB
Annual monitoring of anti-bullying policy	All	HT/Chair of Governors	July 2019 and subsequent years		Monitoring indicates a proactive and reliable approach to anti-bullying Monitoring shows response to any anti-bullying incidents	Report to FGB
Yearly review of pupil progress for identified groups	All	HT and Leadership team	July 2019 and subsequent years	3 x 0.5 days	Data shows that children are making expected progress or better	Report to FGB