



St. Stephen's School
and Children's Centre
Learning for life

Equalities Action Plan

This policy is statutory and will be reviewed every 3 years.

| | Date | By | Role | Ratified | Date |
|-----------|-----------|--|---|----------|------|
| Version 1 | June 2015 | Neena Lall Adam Bennett Janet Mantey | Headteacher Primary Deputy Nursery Deputy | | |
| Version 2 | | | | | |
| Version 3 | | | | | |
| Version 2 | | | | | |

St Stephen's School & Children's Centre

Equality Objectives: 1. Advance Equality of Opportunity between people who share a protected characteristic and people who do not

Date: June 2015

| | | | Equality Strand (protected characteristic) | | | | | | | | |
|--|--|---|--|--------|-----------|-----------------|---------------------|--------------------|-----|-----------------------------|-----------------|
| Objective | Current situation | Impact | Disability | Gender | Ethnicity | Religion/Belief | Pregnancy/Maternity | Sexual Orientation | Age | Lead Person: | Implemented by: |
| | | | | | | | | | | | (date) |
| Nursery To close the attainment gap in PSED. | Groups are identified and closely tracked and provision is mapped according to need. | Data shows narrowing the gap between groups of learners. | | X | X | | | | X | Janet Mantey | September 2015 |
| Primary To ensure there is a gender balance in sports clubs | Sports Club attendance -low in girl numbers | Equal numbers of boys and girls in sports clubs | | x | | x | | | | Adam Bennett | September 2015 |
| General To support parents of children with High needs funding through parent forums. | Meet parent during parent consultation , annual reviews and home visits. | 100% attendance over the year to parent forums. | x | | | x | | | | Sheena Kelly Karen Young | July 2015 |
| Increase the number of and diversity reflected in posters around the site. | Limited range of diversity reflected in current posters | Children and families will be exposed to a greater range of images, challenging image stereotypes | x | x | x | x | x | | x | Leadership | Ongoing |

Equality Objectives: 2. Foster Good Relations between people who share a protected characteristic and people who do not.

Date: June 2015

| | | | Equality Strand (protected characteristic) | | | | | | | | |
|--|---|---|--|--------|----------------|-----------------|---------------------|--------------------|---------------------|-----------------------------|---------------------------|
| Objective | Current situation | Impact | Disability | Gender | Race/Ethnicity | Religion/Belief | Pregnancy/Maternity | Sexual Orientation | Gender reassignment | Lead Person: | Implemented by: (date) |
| | | | | | | | | | | | |
| Primary To review systems to enable pupils to regularly feedback about their school to the leadership team. | Pupil conferencing High tea Pupil voice survey | Effective feedback to leadership through pupil voice Behaviour and safety is outstanding | x | x | x | x | x | x | x | Adam Bennett | September 2015 |
| General To promote the love of reading within the school community | Book areas Home school reading Local library visits More able reading club | All children make good progress in reading and show a love of books. Discuss school library facilities | x | x | x | x | x | x | | Chetan Patel Anna Diaper | January 2016 |

Equality Objectives: 3. Eliminate Unlawful Discrimination, Harassment and Victimisation as defined by the Equality Act 2010

Date: June 2015

| | | | Equality Strand (protected characteristic) | | | | | | | | |
|-----------|-------------------|--------|--|--------|----------------|-----------------|---------------------|--------------------|---------------------|--------------|-------------------------------|
| Objective | Current situation | Impact | Disability | Gender | Race/Ethnicity | Religion/Belief | Pregnancy/Maternity | Sexual Orientation | Gender reassignment | Lead Person: | Implemented by: (date) |
| | | | | | | | | | | | |