QUEENBOROUGH SCHOOL AND NURSERY
SINGLE EQUALITY ACTION PLAN
2022 - 2025

SUBJECT MANAGER: Senior Leadership Team

SUBJECT REFERENCE:	Single Equality Plan	**SEF REFERENCE:**
LINK TO LOCAL / NATIONAL INITIATIVES:	Equality Act 2010	

	Activity and Proposed Action	How will the impact of the action be monitored?	Who	Time	Success Criteria
1	Publish and promote the Equality Plan through the school website, newsletter and staff meetings. All staff are aware of the schools 'Single Equality Plan'. Staff to continually be involved in the future development of the plan.	Website will be updated regularly Termly newsletters Designated staff meetings	Headteacher / designated member of staff	Throughout the school year – once a term	Staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating class room displays Parents are aware of the Equality Plan
2	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils. Extra support will be provided for those pupils who are under-achieving in order to make progress in their learning and their personal well being.	Achievement data analysed by race, gender and disability. Interventions to support agreed at Pupil Progress Meetings	Headteacher / Governing body	6 times a year	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups.
3	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability. This is turn will help children to understand and value others and value diversity.	Increase in pupils' participation, confidence and achievement levels	Subject Area Leaders	Throughout the school year	Notable increase in participation and confidence of targeted groups
4	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity in order to highlight the wide diversity of the school and the community in which they live.	Increase in pupil participation, confidence and positive identity – monitor through PSHE	Headteacher All adults working in school	Throughout the school year	More diversity reflected in school displays across all year groups
5	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option), class assemblies, fund raising etc.	School council representation monitored by race, gender, disability	Headteacher & SLT	Throughout the school year	More diversity in school council membership.
5	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body / Local Authority on a termly basis.	The Headteacher / Governing body will use the data to assess the impact of the school's response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can repeat perpetrators	Headteacher / Governing body	If and when these issues are reported	Teaching staff are aware of and respond to racist incidents Consistent nil reporting is challenged by the Governing Body

		be identified, are pupils and parents satisfied with the response?			
6	Promote Governor vacancies with leaflets in accessible formats, by involving disabled young people / parents in design and welcoming applications from disabled candidates. Liaising with Governor Support regarding Lists of available Governors	Monitoring of applications by disability to see if material was effective	Lead Governor on Special Educational Needs & Disabilities	As and when a vacancy arises	More applications from disabled candidates to be School Governors
7	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Christmas.	Monitoring of PSHE planning	Curriculum Leader	Throughout the school year	Increased awareness of different communities shown in PSHE lessons and assemblies.
8	Review breakfast club activities and after school clubs to take into account pupil needs and access issues and pupils attending reflect the diversity of the school and population in terms of race, gender, disability and socio economic status.	Monitor Breakfast club and after school activities to analyse the uptake by different groups of children.	Senior Management Team	Throughout the school year	More diversity reflected in uptake of extended services.
9	Queenborough has an inclusive approach to ensuring ALL pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council, class assemblies, positions of responsibility and extra curricular activities & clubs.	Monitor extra curricular and club attendance registers for different groups of children	Senior Management Team	Throughout the school year	Notable increase in participation and confidence of targeted groups
10	The School can demonstrate the impact of art and culture and has an understanding and commitment to equality of opportunity to arts and cultural experience	Monitor via the art mark	Curriculum Leader	Throughout the School Year	Notable increase in participation and confidence of targeted groups