

Appendix 1: Single Equality, Diversity and Accessibility Scheme Action Plan

St Cecilia's Catholic Primary School

2016 - 2019

Target	Action	Timescale	Success Criteria	Resources	Responsibility	Monitoring
<p>Policy Publish and promote the new Equality, Diversity and Accessibility Plan</p>	<ul style="list-style-type: none"> Update policy in line with the most recent legislation Review school practice and implement any changes required Share with staff so they are aware of their responsibilities Agree updated policy and action plan with Governors Publish on website 	Autumn Term 2016	<p>All staff familiar with the policy and its implementation</p> <p>Training has taken place</p>	Staff Meeting time Governors Meetings	Headteacher	Headteacher and Governors
<p>Curriculum Ensure that the new curriculum promotes role models and heroes that children positively identify with, which reflects the school's diversity</p>	<ul style="list-style-type: none"> Learning walks around the school – pupils, staff and governors Subject leaders to monitor through planning and book scans. 	Autumn 2016 onwards as new curriculum is embedded	Increase in pupils' participation, confidence and achievement.	Staff Meeting Time	Headteacher	SLT & curriculum leaders to monitor school environment and curriculum
<p>Curriculum Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.</p>	<ul style="list-style-type: none"> Review school displays and artefacts Learning walk – to focus on display – governors, staff, pupils and parents Link to PSHCE policy review 	Ongoing 2016-2019	Diversity is reflected in displays in all areas of the school and on the website.	Time to complete displays Funding to purchase additional resources	Class teachers/ TAs and others responsible for display	SLT
<p>Curriculum Updated PSHCE policy reflects values agreed by School Council</p>	<ul style="list-style-type: none"> A different value highlighted across each half term Link value to the curriculum including special weeks, events etc. Greater links to the new curriculum in all subject areas Greater pupil involvement including new Liturgy Group Join GLP (Global Learning Programme) 	Ongoing 2016 - 2019	Children know and understand the school's values.	Staff Meeting GLP e-learning credits	Whole school community	PSHCE coordinator

<p>Pupils 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, choir, liturgy group, assemblies, representing the school etc.</p>	<ul style="list-style-type: none"> • Monitor diversity of pupil participation. • Increase opportunities for pupils to volunteer • Link to sports and pupil premium plans • Target children, or groups who are reluctant to contribute 	Ongoing 2016 -2019	Increase in diverse pupil participation, confidence and positive identity	Mid-year questionnaire to ensure all children have had the opportunity to contribute Identify and provide resources to increase participation	Whole school community	SLT & class teachers
<p>Pupils All club activities are planned to ensure the participation of the full range of pupils. Link also to sport/PE action plan.</p>	<ul style="list-style-type: none"> • Monitor children who participate in clubs • Monitor children in KS2 for Fun Friday activities and form a target group for Healthy Schools silver award • Introduce additional activities to encourage greater participation. 	Ongoing 2016 - 2019	Greater variety of clubs and pupil participation. Healthy London Schools silver & gold award	Time for data collection & analysis Pupil questionnaires	KS2 Teachers/PE coordinator	SLT
<p>All To strengthen and develop links with local community through our curriculum, volunteers, charity work etc.</p>	<ul style="list-style-type: none"> • Curriculum links to the local community through ‘the world of work’. • Assemblies • Support for Charities • Developing the Global Learning Programme • Take part in sporting events within our local community 	Ongoing 2016 -2019	Children have a better understanding of the local and global community and the impact they can make to improve lives.	Time for staff to develop curriculum links	Whole school community	SLT
<p>Ensuring Equality of Opportunity and Participation Monitor and analyse pupil achievement by race, gender and disability</p>	<ul style="list-style-type: none"> • Act on any trends or patterns in the data that require additional support for pupils 	Ongoing termly 2016-19	Analysis of vulnerable groups is made termly and remedial actions are identified and actioned so there is no significant difference in attainment for equality groups.	To introduce assessment analysis through SIMMS Half termly monitoring meetings	Phase Leaders	Headteacher and Assessment co-ordinator
<p>Homophobic Behaviour Ensure all homophobic behaviour is challenged</p>	<ul style="list-style-type: none"> • Adopt the Diocesan policy on challenging homophobic behaviour • Training/information for staff, governors and parents • Incorporate Diocesan policy into school’s behaviour policy and 	Ongoing 2016-2019	Homophobic behaviour/language is understood to be unacceptable	Staff meeting/ training time	Whole school community	SLT Behaviour files

	<ul style="list-style-type: none"> ensure consistency of approach Incorporate into PSHCE/Circle time appropriate to age and understanding 					
<p>Extremism</p> <p>Ensure all staff and governors are aware of extremism and radicalization and how it can affect pupils.</p>	<ul style="list-style-type: none"> Training for staff and governors PSHCE/Circle Time 	Ongoing 2016-2019	All staff and governors are aware of indicators of radicalisation and extremism	Staff meetings Governors Meetings Government Guidance	Headteacher	Headteacher
<p>Extremism</p> <p>Protect pupils from extremism views by helping pupils to have a balanced view as well as giving them coping strategies in dealing with external pressures.</p>	<ul style="list-style-type: none"> PSHCE /RE lessons Circle Time 	Ongoing 2016 - 2019	Pupils are able to share views and be tolerant of each other.	Government Guidance	Headteacher	PSHCE & RE coordinators
<p>Premises</p> <p>Maintain safe access around the exterior of the school</p>	<ul style="list-style-type: none"> Ensure pathways are kept clear of vegetation. Make sure grounds maintenance contractors know which areas to prioritise Ensure pathways are maintained particularly in narrow areas Respond to any additional needs as they arise 	Ongoing 2016 - 2019	Premises is maintained to a high standard	Maintenance contract	Premise Manager	Headteacher & Governors
<p>Premises</p> <p>Replace Trim Trail</p>	<ul style="list-style-type: none"> Replace existing Trim Trail through PTA funds Consult School Council Ensure it is suitable for all children/age groups 	2016-2017	Children are using new Trim Trail to enhance physical development	Finances from PTA	Premise Manager	Headteacher