

Alderwood Primary School Equalities Action Plan 2020 – 2021

Equality Strand	Equalities Issue	Action	How the impact will be monitored	Person responsible for implementation	Time frames	Expected Impact
All	Ensuring the equalities policy is embedded across the school community	Publish and promote the school action plan through web site, newsletter and PDM's	Add questions to annual surveys to establish awareness and understanding	Headteacher	As soon as Policy is agreed by trustees	<p>All staff are familiar with the principles of the equality plan and use them to underpin planning and teaching</p> <p>Pupils have an increased awareness of equality</p> <p>Parents are aware of the practice and purpose that underpins the equality policy</p>
Gender	Ensure that boys and girls perform equally well regardless of gender	<p>Compass curriculum updates</p> <p>Ensure that topics relate equally well to both genders</p> <p>Ensure gaps are identified early and plugged</p>	<p>Observations</p> <p>In year assessment</p> <p>End of year data</p> <p>Intersection of Need analysis</p>	Teachers	Spring 2021	Genders perform equally well

Sexual orientation	Need to develop understanding of same sex relationships	Develop pupils understanding of relationships Sharing information with parents Use No Outsiders during RHE Key texts to support with children	Behaviour logs Observations	Inclusion Leader RHE Lead	Autumn 2020	A greater understanding reduces incidents of homosexual labels being used in a derogatory way
Religion	Increased incidents of Islamophobia within the local community	Review of RE curriculum to focus on topics and similarity of religions moving away from region based topics Increase understanding of Islam Speakers to promote understanding of Islam Challenging negative statements from parents and children	Observations Increased engagement within RE learning Behaviour logs	Headteacher RE lead	Summer 2021	Improved knowledge empowers greater understanding of Islam resulting in
Race	Increase awareness of non-intentional racial bias	Compass curriculum updates Black History Month	Behaviour logs Observations Parental conversations	Teachers Headteacher	Summer 2021	Children are aware of why we support key events and adults explore the idea

		<p>Key texts depicting different races and nationalities in non-stereotypical ways</p> <p>Show Racism the Red Card event</p> <p>Ensuring that our LGB & Parent Forum are representative of our community</p>				of unintentional racial bias
Disadvantaged	Pupils in receipt of PP perform less well in our EYFS and in Year 6 (2019 data)	<p>Ensure Teachers are fully aware of children who are in receipt of PP funding</p> <p>Ensure QFT is available to all</p> <p>Target resources such as FSW & LM to children with PP funding</p>	<p>Data</p> <p>Observations</p>	<p>SLT</p> <p>Teachers</p>	Summer 2021	PP children and NPP perform in line with each other and the 'all' group