

**Brougham Primary School**

**Single Equality Scheme Action Plan**  
**2015-2018**

R –Race D-Disability G-Gender SO-Sexual Orientation	A-Age R/B-Religion or Belief CC-Community Cohesion
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Action Planned to Meet Statutory Duty/ Equality Legislation							Planned Outcome	Planned Actions	Timescale	To be Actioned By	Monitored by
R √	D √	G √	SO √	A √	R/B √	CC √	All staff aware of Single Equality Scheme and raised awareness of responsibilities	<ul style="list-style-type: none"> <li>Regular agenda item at SLT and team meetings (monthly)</li> <li>Annual staff meeting to review the Single Equality Scheme</li> </ul>	Review Autumn 2015	HT DHT Key Stage Leaders SLT	HT DHT
R	D	G	SO	A	R/B	CC √	Pupils are taught British Values throughout the curriculum of <b>democracy, The rule of law and Individual Liberty</b>	<ul style="list-style-type: none"> <li>Ensure the school’s policy on British Values is shared with staff, parents and pupils.</li> <li>Encourage children to understand the importance of laws and rules that govern the class, school or country are consistently reinforced through our behaviour policy and through school assemblies.</li> <li>Enable pupils to distinguish right from wrong and to respect the civil and criminal law of England through discussions in class, assemblies and School Council.</li> <li>Encourage pupils to accept responsibility for their behaviour, show initiative and to understand how they can contribute positively to the lives of those living and working in the locality of the school and to society more widely.</li> <li>Enable pupils to develop their self-confidence, self-knowledge and self-esteem through the school drivers, PSHCE, assemblies and Place 2 Be.</li> <li>Develop children’s understanding of democracy by allowing pupil to have the opportunity to have their voices heard through pupil council and pupil questionnaires.</li> </ul>	School Council to be reorganised by during the Summer term 2015 so it is ready for September 2016.  School policy to be shared with staff and parents during Summer Term 2015	HT DHT Key Stage Leaders	HT DHT

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R v	D	G	SO	A	R/B	CC	Pupils gain a greater awareness of racial diversity through curriculum & extend learning opportunities to develop their <b>tolerance of those of different faiths and beliefs and mutual respect.</b>	<ul style="list-style-type: none"> <li>Review the curriculum content across the school</li> <li>Assemblies, lessons and resources provide opportunities for children to learn about racial &amp; cultural diversity other than their own. They will also include discussions involving prejudices.</li> <li>Implement 'Show racism the Red Card' within school.</li> </ul>	May 2016	HT DHT Key Stage Leaders	HT DHT
R	D	G v	SO	A	R/B	CC	Pupils gain a greater awareness of mutual respect between women and men, girls and boys	<ul style="list-style-type: none"> <li>Promote equal possibilities for both boys and girls through the curriculum and have equal expectations of each gender in terms of progress and attainment within the curriculum. Broaden the horizons of both boys and girls through 'Be the Best Programme' and Golden Time sessions which will focus on career options for all children without discriminating between boys or girls.</li> </ul>	May 2016	HT DHT Key Stage Leaders M Bestford	HT DHT M Bestford
R v	D v	G v	SO	A	R/B	CC	To identify trends in attainment and progress across the school of different groups of pupils.  To narrow any gap in attainment between genders.	<ul style="list-style-type: none"> <li>Regular analysis of internal data</li> <li>Analyse end of year data to identify trends</li> <li>Secure action planning to address and narrow gaps</li> </ul>	Twice a year January 2016 June 2016	HT DHT Key Stage Leaders	HT DHT
R	D v	G	SO	A	R/B	CC	To ensure that the building is accessible to all pupils. Promote positive attitudes towards peoples disabilities	<ul style="list-style-type: none"> <li>Regular environment audits to ensure that the building is accessible for children who attend the school with disabilities.</li> <li>Ensure that the entrance of the school including the car park is accessible to those with disabilities.</li> </ul>	Annually	HT DHT Key Stage Leaders	HT DHT Key Stage Leaders

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R √	D √	G √	SO √	A √	R/B √	CC √	All policies reviewed and updated procedures audited, in light of the Equalities Act 2010	<ul style="list-style-type: none"> <li>Continue to review all current policies</li> </ul>	Ongoing	HT DHT Key Stage Leaders	HT
R √	D √	G √	SO	A √	R/B √	CC	Establish profile of job applicants to identify if any positive action is required to attract under-represented groups	<ul style="list-style-type: none"> <li>Monitor job applicants for all posts</li> <li>Collate equality information from applicants</li> </ul>	May 2016	HT DHT	HT
R √	D √	G √	SO √	A √	R/B √	CC √	All staff to promote inclusive and collaborative ethos. To challenge inappropriate language and behaviour and respond appropriately to incidents of harassment and discrimination.	<ul style="list-style-type: none"> <li>All staff to understand and adhere to the staff code of conduct.</li> <li>All staff to understand the requirements of the single equality scheme in relation to their role in school and the expectation of their contribution to the inclusive and collaborative ethos that the school promote.</li> </ul>	May 2016	HT DHT All Staff	HT