

Name of Academy: St. Thomas More RC Primary School

EQUALITY OBJECTIVES MONITORING PLAN					
TRUST OBJECTIVE 1 - To provide a safe and accessible environment and address any issues of exclusion					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Publish and promote the revised Equality Plan through the school website, newsletter, staff /governor meetings and parent consultations.	Parental feedback forms from consultation days.	Head Teacher	easter 2018	Positive feedback as a result of consultation
All	Review and renew the school accessibility plan as building changes happen.	Ensure improved and proper access to all parts of the school building	Head Teacher & SBM	Annual Review	Access meets Disability Equality Duty
TRUST OBJECTIVE 2 - To ensure equity and high standards for all and to tackle under-performance by any particular group					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Monitor and analyse pupil achievement by gender, race, deprivation factors and disability, look for trends or patterns and provide additional support as identified.	Achievement data analysed by gender, race, deprivation and disability.	HT/SENCO	Ongoing and annual review	Pupil progress demonstrates particular groups performing in line with their peers
TRUST OBJECTIVE 3 - To continue to raise attainment in English and Maths					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Monitor and analyse all pupil achievement looking for trends or patterns and provide additional support as identified.	Achievement data analysed and tracked through termly progress meetings and action put in place where necessary	HT/DHT	Ongoing and annual review	Attainment of children above national averages and in line with aspirational targets set
TRUST OBJECTIVE 4 - To continue to raise attendance and to address related issues					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Ensure ongoing monitoring of poor attenders, attendance patterns, lateness etc. Attendance rewards for individuals and classes. Meetings with parents and action plans put in place where necessary	Increase in attendance by previous poor attenders, particularly persistent absentees	Head Teacher/ Attendance Officer	Ongoing	Improvement in half termly attendance percentages - overall and persistent
TRUST OBJECTIVE 5 - To foster an environment of dignity and respect					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Ensure displays around school and curriculum materials used promote positive images of children and adults from a range of diverse groups, and also that displays show work produced by students of different genders, ethnicity, religion and ability.	Classroom and communal areas regularly observed. Promotion of pupil's confidence in seeing their work displayed.	SLT & Teachers	Ongoing	Diversity reflected through the school
TRUST OBJECTIVE 6 - To advance equality of opportunity, remove or minimise disadvantage and encourage participation in all activities					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Develop mechanism to track engagement of all pupils in sporting activity outside of curriculum time (including, SEND, PP, etc).	Data will be used to target non-participating children by developing further extended schools activities and ensuring all children have the opportunity to represent the school each year.	PE leader	Annual review	Ensuring all children can have a love of sport and feel confident in participating/competing.
TRUST OBJECTIVE 7 - To promote tolerance and friendship					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Ensure the teaching of RE and PHSCCE promotes diversity and address fundamental British Values.	Curriculum and RE changes monitored by PHSCCE and RE Co-ordinator	Ht, PHSCCE & RE Co-ordinator	Ongoing	Wide, diverse and enriched whole school curriculum provision.
TRUST OBJECTIVE 8 - To eliminate and take action against all forms of discrimination					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Identify, respond to and report racist and discriminatory incidents via CPOMS.	Head Teacher will use data to assess the school's responses.	Head Teacher	Reporting as incidents occur.	Nil return reports.
All	Participation in national Anti-Racism events such as "Show Racism The Red Card" through KS2 Peer Kids programme to raise issues relating to race equality and diversity.	Whole School assembly to raise awareness.	Head Teacher	Annual	Evidence of planned assemblies
All	Promotion of Paralympic sports through the ongoing provision of wheelchair basketball.	Planned through curriculum and lessons observed.	PE Co-Ordinator	Annual	Increased awareness and empathy with students with disabilities.
TRUST OBJECTIVE 9 - To continue to address workforce-based equality issues by conforming to agreed Human Resource procedures on appointments, promotions and other employment issues but always appointing the best candidate					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Relevant staff associated with recruitment undertaken 'Safer Recruitment' Training and follow correct and fair procedures.	Fair processing, all documentation visible for inspection.	Head Teacher / School Business Manager	Ongoing	Single Central Register indicates full and thorough checks and safe recruitment of all staff, volunteers and 3rd party involvement in school.
Sex	Evaluate results from the Trust's gender pay reporting analysis that identifies any school specific issues and take relevant action to help tackle any areas of inequality	Annual trends monitored on a Trust and School basis	MAT/ Head Teacher	Information published by 30 Mar 18 and analysis by 30 Jun 18	Positive action taken to reduce or eliminate any gender pay gaps or confirmation that no issues exist in respect of this.
TRUST OBJECTIVE 10 - To continue to seek the views of pupils, staff, parents and carers, and stakeholders in the wider community					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Consult with parents through feedback forms, staff and pupils about additional requirements to promote equality of access for all	Feedback form process.	Head Teacher	Annual	Positive feedback as a result of consultation and relevant suggested development points acted upon.
All	Ensure pupils are given the opportunity to make a positive contribution to the life of the school through School's Council and Pupil Voice	School's Council and Pupil voice represented by diverse section of pupils	Head Teacher	Termly	Pupils feel respected, valued and listened too.
TRUST OBJECTIVE 11 - To work in partnership with outside agencies and the local community to achieve these aims					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Inclusion of Diocesan & Catholic Education Service advice and guidance in production of Equality Plan.	Revision of plan and acceptance by LMB.	Head Teacher	Jan-18	Adoption of revised plan
All	Promote links with St Thomas More, St Joseph's St Agnes's church and the John Paula Centre	Staff and pupil engagement in local community events and clubs. Promoting wellbeing and interaction.	Head Teacher/Deputy Head Teacher	Ongoing	Increased participation in local community events and clubs
All	Continue to develop international links with culturally contrasting countries, continued support of Red Mission Box, CAFOD etc.	Curriculum monitoring, funds raised to support charities.	Head Teacher/Deputy Head Teacher	Reviewed Annually	Cross curricular work and donation of funds raised.
All	Ensure a named person within the school is trained as "prevent" lead and develops a strategy for St. Thomas More	Awareness of all staff through CPD.	Head Teacher/SENCO	Annually in Autumn Term	All staff fully aware of processes needed in following up Prevent concerns.