



Equalities Plan 2015-16

This Plan shows how the Equalities Policy and associated legislation has been translated into objectives which are monitored in terms of implementation and impact in the specific areas selected.

Objectives	We will: Monitor pupil admissions. Monitor achievement including that of pupils identified as having additional needs. Monitor exclusions by protected characteristics. Analyse information from questionnaires. Report bullying. Audit and monitor teaching and learning. Promote inclusion for pupils with disabilities. Challenge stereotypes to promote community cohesion. Make reasonable adjustments for pupils and staff.			
Targets	No evidence of discrimination. Evidence of equality of opportunity for all.			
Milestones				
Any variation in achievement for specific pupil groups is identified and addressed through pupil progress meetings each half term. Learning Journey meetings with individual pupils each term are used to address attitude and achievement issues.				
Key People			Funding and resources	
Head Teacher Inclusion Manager Shadow Inclusion Manager Equalities Governor Leader for Community Development			Meeting time- annually to review Equalities Plan. Access to PPG where appropriate to address inequalities. Year 6 Careers Week.	
Actions	Who	Frequency	Monitored by	Deadline
Monitor pupil admissions which are centrally managed by LA. Consider all applications for admissions under FAP.	Attendance Team	Continuous	HT	Annual cycle



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Monitor achievement at assessment points. Report on achievement of key groups to GB.	SLT Inclusion Manager	Each half term, reporting to SIP GB Committee.	HT	Annual cycle
Monitor exclusions by protected characteristic. HT		Termly	GB	July 16
Analyse information from questionnaires and track responses relating to protected characteristics.	Leader for Community Development	At least annually at first consultation evening	HT	Report to GB Autumn 2
Report bullying to GB in annual report.	HT	Continuous	GB	Report to GB Summer 2
Monitor quality of teaching and learning. Audit for any conflicts with Equalities Policy.	SLT	Termly	GB (SIP Committee)	Termly
Promote inclusion for pupils with disabilities.	Inclusion Manager	Continuous	HT	Annual cycle
Challenge stereotypes to promote community cohesion.	All	Continuous	HT	N/A
Make reasonable adjustments for staff and pupils.	HT Inclusion Manager	When required	GB	N/A