

Portway Junior School
Single Equality Scheme Action Plan Autumn 2016 – Summer 2020

The Public Sector Equality Duty 2011 has three aims under the general duty for schools:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims and with regard to the protected groups under the Equality Act 2010. This action plan brings together the priorities for the school to comply with the Equality Act. The objectives will be monitored annually and reviewed fully every four years to ensure that account is taken of any changing needs of the School.

<i>A tick to identifies which statutory duty/equality legislation the planned action is meeting R = Race, D = Disability, G = Gender, SO = Sexual Orientation, A = Age, R/B = Religion or Belief</i>						Outcome	Actions	Timescale	Responsibility
R	D	G	SO	A	R/B				
	✓	✓		✓		To ensure that extra-curricular activities cater for a range of pupils	Survey all pupils In Spring 2017 extra-curricular activities they have done Use this information to review in terms of protected groups but particularly gender, age, disability	Starting April 2018	HT/DHT
	✓					Improve communication for those with hearing disability.	Investigate purchase and installation of new induction loop.	September 2018	Site Manager/AO/IT manager
✓	✓	✓		✓	✓	To ensure that attendance rates are similar between all protected groups	Analyse attendance figures for all groups and identify any patterns and an actions that arise.	From June 2018	Admin / Family Support Worker HT
✓	✓	✓	✓	✓	✓	To ensure the SES is understood and shared by all stakeholders.	Publish and promote the Equality Plan through the school website and include more references and statements in all publications including newsletter	From April 2018	HT/DHT
✓	✓	✓				To continue to monitor attainment and progress of pupils by race, gender and	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or	From November 2018 (using replacement for RAISEonline)	HT/DHT & Governing Body

						disability	patterns in the data that require additional support for pupils.		
✓	✓	✓	✓	✓	✓	To consider school curriculum and further opportunities to involve people who share a protected characteristic in the life of the school eg assemblies, visitors	Look at curriculum map and look at opportunities to involve a wider range of visitors. Consider whether assemblies can be used to welcome a wider diversity into the life of the school.	From September 2018	SLT – Year Leaders to look at curriculum for their year group