



EQUALITY PLAN

This plan has been written in conjunction with Orsett CE Primary School's Single Equality Policy and uses the current information published in the document 'Information About Our School' which is available on the school's website.

Target	Action	How the impact of the action taken will be monitored	Responsible person(s)
<ul style="list-style-type: none"> Establish effective systems to communicate the school's equality duties 	<ul style="list-style-type: none"> Disseminate the School Equality Plan through the school website, newsletter, staff meetings. 	<ul style="list-style-type: none"> Include questions relating to the School Equality Plan in the annual survey of parents. Discussion with pupils during School Council and Class Forum. 	<ul style="list-style-type: none"> Headteacher Senior Leadership Team
<ul style="list-style-type: none"> To ensure that all pupils make progress including vulnerable groups and individuals 	<ul style="list-style-type: none"> Monitor and analyse pupils' achievement by race, gender and disability (and other relevant vulnerable groups) and act on any trends or patterns in the data that require additional interventions and support. 	<ul style="list-style-type: none"> Analyse assessment data to judge the success of the planned interventions and support. 	<ul style="list-style-type: none"> School Assessment Leader SENCO
<ul style="list-style-type: none"> That there are sufficient opportunities within the school's curriculum to address equalities issues. 	<ul style="list-style-type: none"> Ensure that the curriculum promotes role models whom pupils may identify positively with and that these reflect the school's diversity in terms of race, gender and disability. 	<ul style="list-style-type: none"> Increase in pupils' participation, confidence and achievement. 	<ul style="list-style-type: none"> Subject Leaders
<ul style="list-style-type: none"> The school environment promotes diversity 	<ul style="list-style-type: none"> Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity and disability. 	<ul style="list-style-type: none"> Monitor pupils' responses to the school environment in pupil surveys. 	<ul style="list-style-type: none"> Headteacher
<ul style="list-style-type: none"> All pupils are encouraged to make a positive contribution to the life of the school community 	<ul style="list-style-type: none"> Actively promote and recruit vulnerable groups of pupils or individuals to participate in the school council, assemblies, fund raising activities, presentations and other extra-curricular activities. 	<ul style="list-style-type: none"> Analysis of participation rates. 	<ul style="list-style-type: none"> Headteacher
<ul style="list-style-type: none"> Respond promptly and appropriately to all incidents of racist behaviour, victimisation and harassment 	<ul style="list-style-type: none"> Ensure that the procedures for dealing with such incidents are established and widely understood and that staff and pupils are clear about their responsibilities. Report incidents to the Governing Body and Local Authority. 	<ul style="list-style-type: none"> Use the data to assess the impact of the school's response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response? 	<ul style="list-style-type: none"> Headteacher Governing Body
<ul style="list-style-type: none"> To help our children to understand others and value diversity 	<ul style="list-style-type: none"> Ensure that opportunity to discuss diversity within the curriculum Ensure that the values underpinning the school's ethos are actively promoted by all staff 	<ul style="list-style-type: none"> Monitor responses to other pupils through pupil discussions 	<ul style="list-style-type: none"> Staff

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