



THE THREE SAINTS ACADEMY TRUST EQUALITY AND ACCESSIBILITY ACTION PLAN 2019-2022



St Ann's Church of England Primary School

Key: R = Race; D = Disability; G = Gender; RB = Religion or Belief; A = Age; SO = Sexual Orientation; CC = Community Cohesion

R	D	G	RB	A	SO	CC	Action/Objective	Expected Outcomes	How impact will be monitored	Responsibility	Timescales
√	√	√	√	√	√	√	Publish and promote the Equality Scheme through staff meetings, school newsletters and school website	The schools and wider communities are aware of and actively working to support our Equality Scheme	Annual staff and parental questionnaires re: awareness of Equality Scheme and its contents	SLT	Ongoing
√							Continue to identify and monitor racist incidents and report the figures to the Board of Directors on a termly basis	Clear systems and procedures in place for the monitoring and addressing of racist incidents	Reduction in reporting of racist incidents and no re- occurrences	SLT	On-going
√	√	√	√		√		Continue to prevent and respond to any discriminatory incidents and prejudiced based bullying	Students feel safer as they know incidents are dealt with effectively	Reduction in discriminatory/ bullying incidents and no re- occurrences	SLT	On-going
√	√	√	√	√	√		Ensure all pupils are able to access all curricular and extra-curricular activities	All pupils have equal access to all curricular and extra-curricular activities	Analysis of registers	SLT	Ongoing
√	√	√	√	√	√	√	Ensure the curriculum, displays and enrichment activities promote role models and heroes that young people positively identify with and ensure these reflect diversity in terms of age, disability, gender, marriage and civil partnership, race, religion or belief and sexual orientation	Links with local groups, visitors, enrichment activities and displays all promote positive role model images around school	Monitoring and recording of pupil attitudes and reactions through questionnaires and pupil voice	All staff	On-going

√	√	√	√	√	√	√	Identify on year group long term plans where equality and diversity is taught and evidence through the development of a whole school portfolio	Pupils understand equality and diversity and tolerant of others	Pupil, parent and staff voice through interviews, pupil books and questionnaires and monitoring of whole school portfolio	All staff	Autumn 2020 and ongoing
√	√	√				√	Continue to analyse pupil achievement by race, gender, disability, FSM, LAC and act on trends and patterns that require additional support for pupils	Through data analysis, trends and patterns will be identified and support put in place resulting in a positive impact on achievement and a narrowing of the equality gap	Data analysis of targets, attainment and progress indicators	Directors & SLT	On-going
√	√	√		√			Recognise and represent the talents of all pupils and ensure fair and accurate representation of age, disability, gender and race.	Age, disability, gender and race are fairly and accurately represented on the G&T register	G&T register monitored by age, disability, gender and race and updated regularly	Inclusion Manager and all staff	Spring 2021 onwards
√	√	√	√	√	√	√	Continue to recognise and mark events from other cultures/ faiths/ other aspects of diversity represented in our schools and our communities	Children feel their culture is valued and respected and children learn about other cultures/faiths/ aspects of diversity in our communities	Children feel able to talk openly about their cultures and topic evaluation shows good perception and understanding of other cultures/ aspects of diversity.	All staff	On-going
	√						Ensure teaching materials are available in accessible formats	Adaptations are made to materials, e.g. modified resources, support staff, room usage etc	Monitoring to ensure all children are able to access the school curriculum	Class Teachers	Ongoing
√	√	√	√	√	√	√	Identify any resources and CPD needs to support teaching of equality and diversity	Improved links with national and international schools via video conferencing, e- mail, film podcasts and visitors to school	Evaluations and monitoring of pupil perceptions via pupil voice and questioning	Personal Development and Well Being Lead with the support from all staff	Ongoing
√	√		√				To ensure the content of school meals and the eating environments meet the needs of all race and faith groups and those with specific medical needs	All children able to access appropriately prepared school meal provision	Increased take up of school meals	School meal providers – Mellors Kitchen staff	Ongoing

	√					√	Ensure parents and community visitors are aware that the schools have disabled facilities including ramped and other disabled access and disabled toilets via newsletters and websites	Parents and other prospective visitors are aware of our facilities and are encouraged to visit	Feedback from disabled visitors regarding access to the school and suggestions on any improvement in facilities recommended	Headteacher & Office Staff	On-going
	√					√	Publicise maps and access arrangements in the prospectus and website so parents and community visitors are aware that disabled parking is available	Parents and other prospective visitors are aware of our location and facilities and are encouraged to visit	Feedback from disabled visitors regarding school accessibility and use of disabled care parking spaces	Headteacher & Office Staff	On-going
		√					Gender neutral toilet available	People of any sex, gender or gender identify feel comfortable with bathroom facilities available	Feedback from staff, parents, visitors or pupils	Headteacher	Ongoing
√	√						Improve communication with parents/carers by investigating alternative options	Parents/carers will have improved access to the school's newsletter and current information	Feedback from parents/carers and the use of the website	Office Staff	Ongoing
√	√						Ensure the school prospectus is interactive on the school website and investigate audio/alternative options. Offer parents/carers the option for the prospectus to be printed in different languages	Improved access to the school's prospectus and associated materials leading to an increase in pupil admission numbers	Increase in pupil numbers and feedback from parents/carers	Headteacher & Office Staff	Autumn 2021
√	√	√	√	√	√		Ensure that policy and practice relating to the recruitment, retention and training is inclusive of the diverse needs of applicants and staff	Staff reporting an improved sense of inclusion	Improved data collection and monitoring of equality information relating to staff	CEO & Headteacher	On-going