

## Beecroft Primary School Equality Objectives

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time frames?	Early success indicators
All	Publish and promote the Equality Plan through the school website, newsletter and staff meetings. All staff and governors are aware of this plan through governor meetings and staff meetings.	Discussion with pupils, staff, parents and governors.	Headteacher / Designated member of staff	Approved by Governors at first 2018 meeting. Published on website January 2018. Staff made aware in staff meetings.	Staff are familiar with the principles of the Equality Plan and use them when planning lessons, working with all pupils and creating classroom displays.
All	Enable all groups to achieve highly through quality work and in Y6 tests.  "All pupils to achieve."	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Headteacher / Teaching staff/ Governing body	End of term data: December, April and July.  Ongoing monitoring and observations in the classrooms.	Analysis of teacher assessments (annual and termly data) between equality groups.
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflect the school's diversity in terms of race, gender and disability.	All pupils participate with confidence.  Monitoring planning and displays.	All	Jan 2018 onwards - ongoing	Participation and confidence of targeted groups – all pupils fully involved in the life of the school
All	Ensure that displays in	All pupils participating,	All – monitor through	Ongoing	Diversity is reflected in

	classrooms and corridors promote diversity in terms of race, gender and ethnicity	with confidence and a sense of positive identity.	subject leaders and leadership team.		school displays across all year groups and in the work covered in class.
All	All pupils make a positive contribution to the life of the school e.g. through involvement on the School Council, class assemblies, fund raising, joining in with concerts. Taking part is central for all pupils.	School council and participation monitored by representation - race, gender, disability.	All	Ongoing	All pupils are making a positive contribution to the life of the school.
Community cohesion – Kirkstall community activities are at the heart of the school – festival, arts trail	Celebrate cultural events throughout the year to increase pupil awareness and understanding of our own community and different communities	Lesson observations, assembly, discussion with pupils, and participation in community events.	All	Ongoing	Participation in the community and awareness of different communities
Disability – see accessibility policy	To continue to ensure all aspects of health and safety are reviewed and modified where necessary to take account of our disabled pupils and staff.	Monitoring  Liaison with agencies to ensure provision is matched to the pupil's needs.	Headteacher / Designated member of staff	Ongoing	Safe and accessible environment for all pupils and members of staff
Gender	The school promotes	Participation of pupils	All staff	January 2018 onwards	Full participation by all

	high standards and expectations of all pupils irrespective of gender. Pupil participation is encouraged to achieve this.	across the school – is encouraged, promoted and monitored.			pupils in the classroom and the wider school community.
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