

Hallsville School Equality Action Plan: 2014 -15

Equality Objectives: 1. Who comes to our school?

Objective	Actions	Success criteria	Equality Strand (protected characteristic)							Lead Person:	Links school policy or school development/ improvement plan	Outcome
			Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment			
To continue to improve our overall attendance percentage.	To monitor weekly attendance of classes and individual children. To work closely with EWO. Our home school support worker to carry out daily home visits for absent children. To have clearly displayed who is absent and why.	To improve from 96.5%.	√	√	√	√				Head teacher	Attendance action plan	Attendance is monitored weekly. Gold package for EWO. Absence is displayed in the office. Attendance dropped to 95.7%. To increase notices to parents and fine if necessary.
To improve the persistent attendance of boys as 4.0 were persistently absent compared to girls who were 3.1%.	To monitor weekly attendance of boys. To work closely with EWO. Our home school support worker to carry out daily home visits for absent children - boys. To have clearly displayed who is absent and why.	To reduce the amount of boys who are persistently absent.		√						Head teacher SENCO	Attendance action plan	Achieved. 2015 persistent absence of boys= 3.4

To reduce the amount of children who were persistently absent. (Below 85%) From 3.5%.	To monitor weekly attendance of children who are below 90%. Hand in data and synopsis to HOS weekly. Our home school support worker to carry out daily home visits. To have clearly displayed who is absent and why. To extend the afterschool provision until 6pm.	Reduce the amount of children who are persistently absent.		√							Head teacher Home school support workers	Attendance action plan	This objective needs to be continually worked on: Persistent absence was 4.3 in 2014-15
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Equality objectives 2: Advance equality of opportunity between those who share a protected characteristic and those who do not.												
			Equality Strand (protected characteristic)									
Objective	Actions	Success criteria	Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment	Lead Person	Links school policy or school development/improvement plan	Outcome
To ensure that boy's good level of development is at least in line with the National average of 52%	To carry out termly monitoring. Assessment co-ordinator to write data stories.	To close the gap.		√						AHT Head teacher	Key issue 1 EYFS action plan AHT in EYFS	2015 Boys GLD= 59.4 Nat= 52%. Achieved.

Equality Objectives: 3. Foster Good Relations Between People who share a protected characteristic and those who do not		
		Equality Strand (protected characteristic)

Objective	Actions	Success criteria	Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment	Lead Person:	Links school policy or school development / improvement plan	Outcome
<p>To enhance the attendance of parent/carers at workshops.</p>	<p>Our home school support worker is responsible for liaising with parents and outside agencies.</p> <p>Whoever is leading the workshop will promote it thoroughly with the support of admin staff/teachers.</p> <p>To liaise with parents about their needs.</p> <p>To take parents on visits to community resources - library / Discover in Stratford.</p>	<p>Parents to have access to information and resources from the school and local community.</p>		√	√	√				HT AHT	<p>Key issue - To increase parental involvement.</p>	<p>14/11/2014-Early help record- 5 parents 3/12/2014- SEN workshop=6 parents 7/1/2015= Bi lingual - 9 parents 23/9/2015 reading workshops for 6 weeks-18 parents. 20/10/2015-e-safety 25 parents</p> <p>To ask office manager to keep a record of number of workshops and numbers of parents that turn up. Create thank you and feedback cards for parents.</p>

<p>To improve how effective our School Council is.</p>	<p>To train the lead person in charge of running the School Council.</p> <p>To increase the voice of the School Council.</p> <p>To ensure that all annual events are remember and celebrated- Remembrance Day, Sports Relief, etc.</p>	<p>Hallsville will have a School Council that has a greater impact on the school and wider community.</p>	√	√	√				√	Head teacher	School Council action plan PHSCE action plan	<p>Remembrance day was marked along with the bombing of the school during ww2.</p> <p>School council leader received training.</p> <p>School council have an action plan.</p> <p>Weekly feedback to class. Year 2 involved.</p> <p>SLT supported the leader in writing an action plan.</p> <p>Achieved.</p>
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Equality Objectives: 4. Eliminate Unlawful Discrimination, Harassment and Victimisation as defined by Equality 2010

Date:

			Equality Strand (protected characteristic)									
Objective	Actions	Success criteria	Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment	Lead Person:	Links school policy or school development/improvement plan	Outcome

To facilitate children's understanding of democracy through investigating what British values are.	To use citizenship lessons to explore democracy. To look at democracy in different places around the world- Cultural Week. To have a Head/Deputy Boy and Girl voted for by the whole school.	Children will be able to explain and give examples of British values and Hallsville's values and how they have used them for the better.	√	√	√	√		√		Head teacher	PHSCE action plan SMSC action plan	The school looked at democracy during Citizenship week. This went well. The excitement of voting in the head boy and girl modelled democracy.
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Equality Objectives: 5. Participation, Engagement and satisfaction with our Equalities Practices.

Date:

Objective	Actions	Success criteria	Equality Strand (protected characteristic)							Lead Person:	Links school policy or school development/ improvement plan	Outcome
			Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Mat	Sexual Orientation	Gender reassignment			
To promote British values and the Hallsville values.	Whole school to investigate British values and look at how we use them all the time. Children to know what the Hallsville values are and how they can use them to be the best they can be.	Children will understand what British values are and how we live by them. Children will understand what the Hallsville values are and how we live by them.	√	√	√	√		√		Head teacher	PHSCE action plan SMSC action plan	British values were studied during Cultural week and Citizenship week. Children are fully aware of the school values.
To continue to keep a record of all cases and deal with them appropriately.	For staff to report all cases of discrimination to senior leaders who will act, report and inform. See discrimination file.	Incidents to be dealt with swiftly and reported to Governors.	√	√	√	√		√		Head teacher	SMSC action plan	All cases are dealt with and reported to governors at every governing body meeting.
To continue to record all cases of harassment, especially	Governors are updated every term. Staff follow procedures	All incidents are dealt with appropriately.	√	√	√	√		√		Head teacher	SMSC action plan	Governors are updated. The LGBT (lesbian, gay, bisexual, transgender) looked at during anti

