

Brownsover Community School

Equality Action Plan



Policy Number	O8a - Organisational
Prepared By	Elisa Basnett
Acknowledgement(s)	All staff
Date Approved	March 2024
Effective Date	March 2024
Physical Location of Policy	Organisational file in HT office & Electronically
Date of Next Review	March 2025

Aspect of the Equality Duty and issue identified	Objectives and timescale	Activities	Responsibility	How we will measure progress
<p>Statement 1: All learners are of equal value. Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.</p>				
<p>Equal progress and attainment of children</p>	<p>Motivate and challenge children to have a thirst for learning through a wide variety of planned and spontaneous experiences which celebrate creativity and enjoyment in a secure and healthy environment.</p>	<ul style="list-style-type: none"> • Cross curricular planned activities • Trips and visitors • PE & Sports coaching • School Values to further develop independent learning. • Range of extra-curricular activities planned. • Nurture & Intervention provision 	<ul style="list-style-type: none"> • Staff • Governors • SENCo 	<ul style="list-style-type: none"> • Pupil Progress Meetings • Pupil voice • Parent Voice • SEND IEP targets • Targeted Interventions • Practical input
<p>Statement 1: All learners are of equal value. Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging. Statement 4: We observe good equalities practice, including staff recruitment, retention and development. Statement 5: We aim to reduce and remove existing inequalities and barriers.</p>				
<p>Equal progress and attainment of children no matter of race or nationality</p>	<p>With an understanding of what our children already know we provide for the needs of each individual and through high quality teaching enable them to achieve high standards.</p>	<ul style="list-style-type: none"> • Engage boys and girls in the learning process through exciting and stimulating topics • To ensure positive experiences of Reading • Cross curricular opps. • Positive role models 	<ul style="list-style-type: none"> • Staff • Governors • SENCo 	<ul style="list-style-type: none"> • Pupil Progress Meetings • Pupil voice • Parent Voice

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Statement 7: We strive to ensure that society will benefit.				
Improve the facilities to support education in the local community	Develop thoughtful and responsible young people who know how to persevere when faced with difficulties and accept failure as a learning experience.	<ul style="list-style-type: none"> • Local community events (Foodbank, Winter Warmer Project, Elmer Bus) • School council • Behaviour policy implemented • Food For Life • Rugby In Bloom • Pupil Support Worker - Parent training & Support, workshops 	<ul style="list-style-type: none"> • All staff • Parents 	<ul style="list-style-type: none"> • Parent feedback • Pupil numbers in events
Statement 2: We recognise, welcome and respect diversity. Statement 6: We consult and involve widely				
Awareness of different beliefs and cultures	Provide an effective partnership with parents and the community to strive to ensure our children develop respect for themselves, their families and others and approach learning as a tool for life.	<ul style="list-style-type: none"> • PSHE curriculum • Safeguarding training • Parent workshops • Open days • Celebration/Awards assembly • Festivals • Productions • FABs community events • Stay and play days 	<ul style="list-style-type: none"> • All staff • FABs • Governors 	<ul style="list-style-type: none"> • Parent participation numbers • Parent feedback • Press coverage • Pupil voice