



Co-op Academy  
Princeville

# Equality Action Plan

2020-2023

Equality	Action	Success criteria	By whom	Time	Achieved/Success
All	To publish and promote the equality plan to all stakeholders.	All stakeholders have access to published equality plan. Stakeholders contribute to and assess the impact of the plan, influencing the evaluation process and future target setting	Head Teacher to organise and delegate.	Autumn 2020	
All	To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in data that require additional support.	Pupil achievement for equality groups are in-line with others in the school, and where there are gaps these are narrowed through effective monitoring and intervention.	SLT Governing body	Reviewed Termly	
All	To ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability.	More diversity reflected in school displays and materials for lessons across all year groups. Staff and Pupils conversant in measures to tackle inequality within and beyond the school.	SLT Teachers	Ongoing	
All	To ensure all pupils are given the opportunity to make a positive contribution to the life of the school.	All school events have pupils from all groups participating, with monitoring of groups where there is less take up.	SLT School staff	Ongoing	
Principle 4	Ensure the staff team reflects the community the school serves.	Candidates from minority backgrounds are represented in recruitment processes. Colleagues from minority backgrounds are supported and encouraged to access qualifications and in-service CPD.	Head Teacher Governors	Annual Review	
Principle 2	To ensure opportunities arranged within school have an appropriate balance between girls and boys particularly in sporting events	Equal representation / opportunities for boys and girls. Clubs are accessible to boys and girls with improved rates of participation in clubs where there is a stereotypical association.	SLT, School staff, Games Co-ordinator and Club Leaders.	Ongoing	

Principle 6	To increase awareness and understanding of other children from a range of backgrounds, and promote understanding of rights and responsibilities related to equality.	School RSE Policy will be embedded within the school curriculum. Collective Worship will provide regular opportunities for learning and reflection around moral responsibility. The curriculum will be further enhanced with practical opportunities for inclusive engagement.	All staff	Ongoing Annual Review	
Principle 3	To celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities	A programme of assemblies organised and special days celebrated. Visitors from different groups to enhance the curriculum and broaden the children's understanding of the local and global community.	SLT, RE coordinator, PSHE co-ordinator, Geography co-ordinator and school staff.	Termly	

Action Plan published – Date  
Reviewed – October 2020  
Next Review – March 2021