

Westgate Primary School

Equality Action Plan

2 year plan 2015-2017

Aim/ action and how it was identified:	How will this be monitored?	Who's responsible?	Dates from/ to:	Success Indicators:
<p>Aim: to have a strategic approach to promoting equality and diversity and challenging prejudice and discrimination</p> <p>Action: To review last year's action plan and to write the action plan for 2015-17</p> <p>Aim: to ensure that key stakeholders are represented on Equality Working Party.</p> <p>Action: Appoint new governor on our EWP</p> <p>Identified: Through EWP's ongoing role</p>	<p>Plan is regularly revisited and reviewed at each meeting</p> <p>The impact will be monitored through</p> <ul style="list-style-type: none"> • Half termly meetings • Minutes from the meetings • progress made on the action plan 	JH and Equality Working Party (EWP)	2015-17	<ul style="list-style-type: none"> • The working party consists of 2 parents, a Governor, a Teacher, Teaching Assistant and the Assistant Head. A new governor will be appointed. • All members will attend the half termly meetings, play an active part in drawing up and implementing the race equality action plan. • We have a 2 year action plan in place • We are all working as a team to ensure that these priorities are targeted and the plan is regular revisited and reviewed.
<p>Aim: To ensure all stakeholders understand their role in promoting equality and tackling prejudice and discrimination.</p> <p>Action: To review and update the Equality Policy.</p> <p>Identified: Through EWP's ongoing role</p>	<ul style="list-style-type: none"> • Equality plan written and shared with all stakeholders. 	JH/HC	January 2016	<ul style="list-style-type: none"> • Updated equality policy in place • All stakeholders are aware of it and understand how it relates to their role in school. • Plan shared in school website
<p>Aim: To identify strengths and weaknesses in school's work to tackle prejudice and discrimination, and to promote equality and diversity.</p> <p>Action: To ensure key development points from the last SLEA award are embedded.</p> <p>Identified: from reaccreditation report in 2012,</p>	<ul style="list-style-type: none"> • Staff meeting • JH and HH to review development points. • Reports to EWP/ meeting minutes 	JH/ Working party	March 2016	<ul style="list-style-type: none"> • All action points identified in last assessment are fully in place.

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<p>Aim: To identify strengths and weaknesses in school's work to tackle prejudice and discrimination, and to promote equality and diversity. Action: To collect evidence for SLEA. To achieve reaccréditation of SLEA. Identified: School's cycle of self-evaluation</p>	<ul style="list-style-type: none"> SLEA team will assess this All staff to collect evidence EWP/ JHat/ HH/ HC to evaluate evidence 	<p>JH/ HH/ HC All staff to collate evidence</p>	<p>Summer 2016</p>	<ul style="list-style-type: none"> Successful reaccréditation of SLEA Level 2
<p>Aim: To ensure that all policies and procedures reflect Westgate's commitment to tackling discrimination and prejudice, and the requirements of the Equality Act Action: Review all policies to ensure full compliance with all requirements of the Equality Act 2010 Identified: School policy review cycle/ Governing Body Meetings</p>	<ul style="list-style-type: none"> All policies will be reviewed to ensure they include requirements of the Equality Act 2010 Monitored through Governing Body Meetings 	<p>JH/ HC</p>	<p>January 2016</p>	<ul style="list-style-type: none"> All policies at up-to-date and include the requirements of the equality act 2010 All policies circulated to all stake holders All policies available on the school website
<p>Aim: To ensure that children have an active voice and role in promoting equality and diversity and in challenging prejudice and discrimination Action: to ensure school council have equality and diversity as part of their regular agenda. Identified:</p>	<ul style="list-style-type: none"> JHop give feedback from the school council meetings re: equality and diversity. Children will be feeding back to their classes their discussions about equality. Minutes from the meetings 	<p>JHop School councillors</p>	<p>January 2016</p>	<ul style="list-style-type: none"> School council have equality and diversity as part of their agenda. Feedback is given to the classes by the school councillors.
<p>Aim: to ensure children meet and understand people of other faiths and ethnic backgrounds in order to deepen understanding and empathy and an appreciation of diversity Action: Monitor the number of visitors from other backgrounds/faiths each year. Identified: Ongoing role of EWP</p>	<ul style="list-style-type: none"> Timetable of visits/ visitors across school. Evaluations of visits and visitors 	<p>HH/ JI</p>	<p>Summer 2016</p>	<ul style="list-style-type: none"> Through school, children have first-hand experiences of a variety of faiths, including visitors from other faiths and visits to a wide range of places of worship. Children can discuss their experiences and understand the beliefs and experiences of followers of different faiths in our region.

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<p>Aim: To establish an overseas link in order to deepen children's understanding of and empathy with children's lives around the world</p> <p>Action: To develop a link with the school in Uruguay and Paraguay</p>	<ul style="list-style-type: none"> Links made and used in classes 	HH/ JHat		<ul style="list-style-type: none"> Classes allocated a link class Initial contact and correspondence between children at Westgate and South American school.
<p>Aim: to better understand the diversity within our school in order to acknowledge and celebrate children's difference; to identify any barriers to progress or under-performance for different groups of pupils</p> <p>Action: To collect and analyse data of ethnicity, religions and languages within school.</p> <p>Identified:</p>	<ul style="list-style-type: none"> Data collected and analysed to monitor groups' progress and achievement 	HH	<p>July 2016</p> <p>July 2017</p>	<ul style="list-style-type: none"> Data has been collected Progress and provision monitored and evaluated. The profile of children's individual backgrounds, languages and religions is raised among all staff and is valued and celebrated
<p>Aim:</p> <p>Action: Send out the parent/Carer and pupils survey analyse data. – create action plan if required.</p> <p>Identified:</p>	<ul style="list-style-type: none"> Analyse results from the survey and compare to previous years. 	JHat	<p>July 2016/17</p> <p>July 2016/17</p>	<ul style="list-style-type: none"> Surveys have been sent out Data collected Data analysed and compared to previous years Action plan put in place if required.