



**St. Andrew's Junior School and
St. Andrew's Infant School
Equality Action Plan
2019-2021**

Success Criteria	Activities	Named Person	Timescale	Resources	Monitoring	Evaluation
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This action plan highlights our areas for development over time in improving our ability to ensure that we do an exemplary job of ensuring that St. Andrew's Junior and Infant Schools are schools which are underpinned by the principles of equality.

St. Andrew's Junior and Infant Schools are committed to ensuring equality for all pupils, staff and those accessing our schools.

Our schools are places where everybody can be themselves, where everybody can feel safe, be happy and learn.

<p>To provide an inclusive learning environment where all pupils are able to reach their potential</p>	<p>Governors will demonstrate challenge and hold school to account. Governors will ensure that they are role models on Equality and Diversity. The Head Teacher will analyse the attainment and progress of pupils to enable us to identify any significant differences in attainment between different groups e.g. by gender or ethnic group. Teachers will put interventions in place to target any groups identified as under-achieving.</p>	<p>Governors</p> <p>Head Teacher</p> <p>Teachers</p>	<p>Ongoing</p> <p>Termly review meetings</p> <p>Termly</p>		<p>Governor minutes show that governors hold school to account.</p> <p>Review meetings between Head Teacher and class teachers show that different groups are identified and discussed.</p> <p>Interventions focus on specific groups of underperforming groups. These are monitored termly. Subject leaders are aware of pupil progress and achievement and subject leaders action plans identify groups in need.</p>	
<p>To challenge and eradicate and instances of discrimination and harassment within</p>	<p>Instances of discrimination are logged on CPOMS and actions are logged alongside.</p>	<p>Teachers and support staff</p>	<p>Ongoing</p>	<p>CPOMS</p>	<p>SLT monitor all incidents logged on CPOMS. SLT ensure all incidents are actioned.</p>	

school	<p>PSHE lessons across all year groups discuss what discrimination and harassment. All staff and pupils feel empowered to speak out and feel supported if they are a victim of bullying, harassment or discrimination. All classes will have worry boxes or worry monsters. Clear behaviour policy in place so that all staff are aware of procedures for dealing with bullying or prejudice-related incidents. The LM uses restorative approaches. Guest speakers are invited into school (such as NSPCC and Barnardos).</p>	<p>DHT, Class teachers and HLTAs</p> <p>All staff</p> <p>Teachers</p> <p>Head Teacher</p>	<p>Weekly PSHE lessons</p> <p>Ongoing</p> <p>September 2019</p> <p>Ongoing (reviewed annually)</p>	<p>PSHE planning from PSHE Association</p> <p>Worry boxes/ worry monsters</p> <p>SEAL resources</p>	<p>PSHE lessons show that discrimination is discussed.</p> <p>Staff complete staff questionnaires annually. Pupils complete pupil questionnaires annually.</p> <p>Teachers look in worry boxes at least weekly. Teachers refer children to LM if more support is required.</p> <p>Incidents of bullying and harassment are low in frequency. Incidents are dealt with according to school behaviour policy.</p>	
To engage with all parents/ carers and pupils and ensure that our school is welcoming and accessible to people	We ensure that all pupils in school are able to voice their opinions and suggestions via initiatives such as	DHT	Meet fortnightly		Children share their views in school council meetings.	

from all communities	<p>School Council. We have a suggestion box in the main reception. Parents/Carers are invited to complete questionnaires annually. Families are invited to regular (at least termly) family learning activities. Parents are on our governing body. Learning Mentor is available before school every morning in the playground. Paper copies of policies will be available upon request. Pupil questionnaires are used to collect pupil responses. Befrienders are used in the playground.</p>	<p>SBM HT LM Governors LM SBM HT LM</p>	<p>Ongoing Annually Termly Ongoing Daily Ongoing Annually Ongoing</p>	<p>Support from Family Learning</p>	<p>Parents use the suggestion box and suggestions are listened to by SMT and on the agenda of SMT meetings. Families attend Family Learning activities. Parents sit on the governing body. Learning Mentor is used by parents every morning.</p>	
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