



St. Andrew's Junior School and
St. Andrew's Infant School
Equality Action Plan
2022-24

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.

Success Criteria	Activities	Named Person	Timescale	Resources	Monitoring	Evaluation
To provide an inclusive learning environment where all pupils are able to reach their potential	<p>Governors will demonstrate challenge and hold school to account. Governors will ensure that they are role models on Equality and Diversity.</p> <p>The Head of School 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.</p> <p>Teachers will put interventions in place to target any groups identified as under-achieving.</p>	<p>Governors</p> <p>Head of School</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 of School 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>	
To challenge and eradicate and instances of discrimination and	Instances of discrimination are logged on CPOMS	Teachers and support staff	Ongoing	CPOMS	SLT monitor all incidents logged on CPOMS. SLT ensure	

<p>harassment within school</p>	<p>and actions are logged alongside. 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>HoS, Class teachers and HLTAs</p> <p>All staff</p> <p>Teachers</p> <p>Head of School</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>all incidents are actioned. 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>	
<p>To engage with all parents/ carers and pupils and ensure that our school is</p>	<p>We ensure that all pupils in school are able to voice their opinions and</p>	<p>HoS</p>	<p>Meet fortnightly</p>		<p>Children share their views in school council meetings.</p>	

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