



## Hillside Infant and Junior Schools

### Equality Action Plan 2012 - 2014

Objectives	Current situation	Pupils affected	Actions
We will admit pupils in a fair and transparent manner and not discriminate against any pupil.	We follow local authority guidelines.	All	Clarify arrangements for in school new admissions. Front office staff understand equality duties Head Teacher by Spring 2013
Ensure exclusions are always a last resort and only occur when all action detailed in the Behaviour policy has been implemented	Sanctions recorded and analysed. Early indicators of behaviour are addressed. Parents are involved at the earliest opportunity. Behaviour plans are implemented. Behaviour support team involved where appropriate. Return to school meeting with parents, flexible integration arrangements and behaviour plan agreed	All	Ensure relevant staff are aware of exclusion procedures  Review behaviour policy annually
To provide acts of worship which comply with equality legislation and increase understanding between religious group	Acts of worship are of a broadly Christian nature which means that we are not acting unlawfully if we do not provide an equivalent act of worship for other faiths. Regular visits to a range of places of worship and visitors representing a different faiths	All	Review of RE schemes of work and assembly content. RE co-ordinator and Head Teacher
To ensure uniform recommendations are sensitive to cultural customs and gender	Uniform is encouraged-some items specifically geared towards specific gender. E.g: dresses and cardigans	All	Awareness of uniform issues is included in schools' Equality training

To eradicated bullying of any pupil for any reason including those protected characteristics within the Equality Act	Definition of bullying available for parents to see and bullying form completed with parents (Infant school). Bullying incidents are recorded and reported to LA. Use of SEAL and circle time, assemblies, playground buddies	All	Review of bullying policy and updating of procedures where necessary. Awareness included in Equality training
To monitor that there are no practices which could result in unfair, less favourable treatment of boys or girls or other protected characteristics - through provision and outcomes - data analysis	We monitor progress of different groups of children including those with protected characteristics. Discussed at pupil progress meetings and interventions are implemented for individuals and specific groups.	All	Ensure all staff are aware of the legitimacy of positive action for children with protected characteristics and single sex setting. Include in Equality training.
To record and monitor data related to protected characteristics	We gather information re PC and enter onto SIMS system	All	Use the information to inform strategic planning
Identify any barriers that prevent participation in after school activities	To date all children have been included by providing the necessary support. Accessibility plan is current and reviewed	All	Signpost parents to alternative provision if necessary. (Review application form to ensure relevant information is included)
To ensure that all staff are aware of their responsibilities in following the agreed guidelines	Awareness by some but not all staff	All staff	Staff meeting training slot, SMSA and office staff training Inclusion Manager & Head Teacher Publish policy on website

Review: February 2013