



# Burton Bradstock CE VC Primary School Equality Action Plan: Update January 2016

## OBJECTIVES 1 & 2

**Aspect of the Equality Duty: Eliminate unlawful discrimination**

**Lead member of staff: Claire Staple/Christina Sanderson**

**Link governor: Julian Piper**

Objective	Planned actions	Responsibility	Timescale	Resources (inc non-contact time)	Monitoring	Success Criteria
Ensure that each class has a system so that all children feel confident with staff if they have a problem	<ul style="list-style-type: none"> <li>Monitor responses to the annual questionnaire from pupils, parents and staff regarding safety and other issues</li> <li>Anti-bullying policy reviewed and agreed with all parties concerned</li> </ul>	<p>Christina Sanderson PSHE coordinator + governors</p> <p>Christina Sanderson</p>	<p>Annual survey</p> <p>2016</p> <p>2016</p>	<p>Governor time to devise and analyse</p>	<p>CS to review questionnaire responses</p> <p>Governors to agree and monitor policy</p>	<p>Children will report that they feel safe at school and that they know a variety of ways to communicate with a member of staff if they need to</p>
Ensure that all stakeholders are aware of Equality legislation and are kept up-to-date with new guidance	<ul style="list-style-type: none"> <li>Current Equality Policy, Action Plan and Review on website and available to parents</li> <li>All school policies to be reviewed to ensure that they are consistent with the Equality Policy</li> <li>Statement to indicate review to be added to all policies</li> </ul>	<p>Claire Staple</p> <p>Claire Staple &amp; governors</p> <p>Claire Staple</p>	<p>Ongoing</p>	<p>Webmaster time</p> <p>Governors' meetings</p>	<p>Record of actions taken (e.g. minutes)</p> <p>Statement of review on all policies</p> <p>Form from DCC to be completed</p>	<p>Website updated with current information</p> <p>All policies carefully reviewed and consistent with the current policy</p>

**OBJECTIVES 3 & 4****Aspect of the Equality Duty: Advance Equality of opportunity****Lead member of staff: Claire Staple/Christina Sanderson****Link governor: Julian Piper**

<b>Objective</b>	<b>Planned actions</b>	<b>Responsibility</b>	<b>Timescale</b>	<b>Resources (inc non-contact time)</b>	<b>Monitoring</b>	<b>Success Criteria</b>
To seek every opportunity to promote positive male role models	<ul style="list-style-type: none"> <li>• Invite Dads/Grandads into school to lead after school clubs, read with children, help with trips</li> <li>• Involve members of the church community in leading assemblies</li> <li>• Continue to research after school clubs locally to help widen range of clubs offered that promote positive male role-models</li> </ul>	Claire Staple	Ongoing  Termly  2016	Training for adults coming to read with the children/ helping in school CRB checks required for those with unsupervised access New PE funds	After school club file  Assembly records	All children will have encountered a greater number and range of male role models during their time in school  Increase in male contributions to the life of the school
To ensure the best equalities practice in staff and Governor recruitment and development	<ul style="list-style-type: none"> <li>• Examine equality information provided on applications and review and identify any imbalance</li> </ul>	Claire Staple/ Julian Piper	Ongoing	Meetings New protocol for recruitment	Records of applications monitored by the Governing Body	Applications show a balance of different cultures and characteristics that is not at odds with the local or school populations

<b>OBJECTIVE 5</b>						
<b>Aspect of the Equality Duty: Foster Good Relations and Community Cohesion</b>						
<b>Lead member of staff: Claire Staple/Christina Sanderson</b>				<b>Link governor: Julian Piper</b>		
<b>Objective</b>	<b>Planned actions</b>	<b>Responsibility</b>	<b>Timescale</b>	<b>Resources (inc non-contact time)</b>	<b>Monitoring</b>	<b>Success Criteria</b>
To develop links with a school in Thailand	<ul style="list-style-type: none"> <li>Involve the school council in planning</li> <li>Continue correspondence between children</li> <li>Identify on-going fundraising opportunities to support Huay Nam Yen School in Thailand</li> </ul>	Claire Staple	On-going	Lesson time Extra time for correspondence and links  Fundraising opportunities (with Friends?)	School council minutes Friends' minutes	Increase in the number of children actively involved in the link
Promote activities in our local area	<ul style="list-style-type: none"> <li>Signpost children and parents to village events - Pantomime, Village Fruit and Produce Show, Village Fayre, Church Fete</li> <li>Signpost children and parents to events in the town - music hubs, Leisure Centre, other schools, Arts Centre</li> <li>Encourage adults other than parents/teachers to assist with the Friends of the School</li> <li>Invite Villagers to School events (eg concerts)</li> </ul>	Claire Staple	On-going	Newsletters  Flyers	Records in minutes, newsletters etc.  Photos and website information	Increase in activities with the village and local area  More children taking part in local activities  Adults other than parents and teachers involved in the Friends
Ensure compliance with the Prevent Duty	<ul style="list-style-type: none"> <li>Training for all staff and governors</li> </ul>	Claire Staple	Jan 2016	After school meeting time	Actions resulting from training monitored by staff/governors	No children radicalised or at risk of radicalisation