

Hookstone Chase Primary School  
 Equalities Action Plan  
 Achieving Excellence. Passion for Learning. Inclusiveness. Teamwork. Respect. Creativity &  
 Innovation. Character Development & Life Skills.

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Targets to bring about improvement	Actions required	By when?	Staff responsible for actions	Success Criteria	Staff responsible for monitoring success	Resources	Progress made?
The school satisfies its duties under the Equality Act eliminating discrimination, harassment and victimization. To foster good relations; promoting equality of opportunity.	Publish Single Equality Plan on school website. Distribute to Governors and Staff. Analysis of Parent Questionnaire Responses with reference to equality agenda.	April 2018	VW	Heightened emphasis on Equality Agenda. Staff and Governors are clear of the aims of the policy and implement them throughout school. Governors have a clear understanding of the policy and are confident that the school satisfies its duties under the Equality Act. Parent Questionnaire Responses are positive re: equality of opportunity and inclusion.	HT report to Governors		
From their individual starting points, <b>all</b> children make good progress and wherever possible,	Monitor and analyse pupils' achievement by race, gender and disability. Evaluate trends or patterns in the data and review any additional	Termly	VW Inclusion Team	All children achieve personal targets and make good progress. Any gaps in achievement for different equality	Data Analysis presented to Children and		

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achieve ARE in Reading, Writing and Mathematics. Individual needs are met.	support required.			groups are narrowing. Appropriate provision and interventions are put in place to ensure equality of opportunity.	Curriculum Committee. HT report to Governors		
Children from all equality groups enjoy coming to school and they achieve the School Target of 97%.	Monitor and analyse pupils' attendance by race, gender and disability. Provide support through Attendance Strategy and Parent Support Adviser/ Inclusion Manager on an individual basis to improve attendance at school.	Monthly	VW Pastoral Leader	There is parity of pupil attendance, punctuality and persistent absenteeism. Any gaps in attendance for different equality groups are narrowing.	HT report to Governors.  Spring Term Focus of Children and Curriculum Meeting.  Annual Meeting with Safeguarding Governor.		
All children adopt healthy lifestyles.	Importance of Healthy Lifestyles taught across the curriculum: (PHSE, Science, Champion Minds, Assemblies, Visitors, Educational Visits, Sports Activities, Extra Curriculum Clubs. Year 2 & Y6 complete bi-annual	Ongoing	VW KP, KMcC, Pastoral Leader	Positive responses from Parent Questionnaire.  Improvements shown in Health Related Behaviour Survey.	HT report to Governors.  Termly reports to Children&	Sports Premium	

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	Health Related Behaviour Survey. Data analysed and actions drawn up in response are included in SIP. Through Sports Premium Grant some children attend Health & Well-being Sessions.			All children are able to identify key areas of importance in order to achieve a healthy lifestyle.  Any disparity between groups is analysed and appropriate interventions put in place.	Curriculum Committee.		
All pupils feel safe in school.	All incidents of inappropriate behaviour, racism, hate and bullying are recorded and reported and are dealt with immediately. Appropriate support is given to individuals is given to reduce incidents and unacceptable behaviour re-occurring. Restorative practice is used as detailed in Behaviour & Anti Bullying Policies. Evaluate trends or patterns in respect of equality groups and type of incident and review any additional support required.	Ongoing	VW All staff	Positive responses from Parent Questionnaire.  Improvements shown in Health Related Behaviour Survey.  There are reduced incidents of racism, "hate" and bullying involving different groups.  There are reduced incidents of inappropriate behaviour as a result of appropriate intervention and support including referral to other agencies.	HT report to Governors.  Termly reports to Children & Curriculum Committee.		
All pupils contribute	All children are able to access the	Ongoing	VW	Positive responses from	HT report	Pupil	

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to school and the wider community.	<p>enrichment curriculum through adequate funding and appropriate adaptations.</p> <p>Analysis of groups of children taking part of enrichment activities, informing future curriculum and extra-curricular provision.</p>		Inclusion Team	<p>Parent Questionnaire.</p> <p>Feedback from children.</p> <p>Improved participation in Enrichment and Extra Curricular Activities by all equality groups.</p>	<p>to Governors.</p> <p>Termly reports to Children &amp; Curriculum Committee</p>	Premium Strategy	
Effective engagement with parents from all Equality Groups.	<p>Parent Support Adviser Role in place to support parents on an individual basis.</p> <p>Marvellous Me App</p> <p>Tapestry - EYFS</p> <p>Celebration Assemblies</p> <p>Curriculum Information Sessions</p> <p>Curriculum Newsletters</p> <p>Parent Teacher Evenings</p> <p>Parent Mail</p> <p>School Website</p> <p>Letters Home</p> <p>Twitter Account</p> <p>PTA: Friends of Hookstone</p> <p>Support from MEA Hub as required.</p>	Ongoing	VW Pastoral Leader	<p>Positive responses from Parent Questionnaire.</p> <p>Analysis of attendance/engagement show that across equality groups, parents are confident to support their children in their learning are there are high levels of parental engagement.</p>	HT report to Governors.	Pupil Premium Strategy	

Review January 2020