

Single Equality Scheme Action Plan

This action plan is produced in line with the Consortium Trust Single Equality Scheme framework Policy to ensure that we deliver the best equality outcomes for our school community. It ensures that we are considering access to all areas of the school site and outlines where we can make improvements to access the physical environment. Helmingham Primary school is committed to providing an accessible environment which values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion. In drawing up the accessibility plan the school aims to provide safe access throughout the school for all users. We aim to ensure that the teaching and learning environment and the resources used are suitable for all staff and pupils, tailoring the requirements to suit individual needs. We will provide training to staff regarding the needs of disabled people and how to provide assistance to enable them to enjoy the school experience as fully as possible.

Heading	Actions	Who	When	Impact and next steps
ACCESSIBILITY/ DISABILITY <i>*Review Accessibility plan</i> <i>*Analysis of pupil data inc progress and attainment</i>	<ul style="list-style-type: none"> Review access for disability- can this be made any easier. How can disabled visitors access school grounds quickly? Investigate how reception access can be improved. School council/ Pupil parliament to complete a grounds audit for accessibility Review accessibility plan and carry out audit Renew contrasting markings on steps Review security button for access to playground- can this be less accessible from the outside Investigate possibility of installing a hand rail for steps to the office Clear shrubbery from path ways 	SH Facilities Facilities SH/BJ SLT Facilities Facilities Facilities Facilities	Autumn 2022 School Council meeting and assembly Oct 2022 Sep 2022 Spring 2022 Ongoing	BUDGET REQUEST: Handrail for either side of outside steps £500 Clearly mark-up disabled parking bays outside rear entrance of school £100

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RACE <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i> <i>*Promote good relations between different ethnic groups</i>	<ul style="list-style-type: none"> ● Difference and diversity focus day, make a link with minority groups ● Develop awareness of cultural diversity in the UK ● Improve links with different faith groups for assemblies 	SLT All All	Spring 2023 Ongoing Ongoing	BUDGET REQUEST: £50 EYFS Dolls of different race £100 Costumes of different traditions according to topics- ie Kimono for Japan
GENDER <i>*Analysis of all pupil achievement and performance by gender</i> <i>*Promote equality of opportunity</i> <i>* Range of gender friendly teaching styles and strategies</i>	<ul style="list-style-type: none"> ● Subject leaders to analyse data by gender ● Plan assemblies to look at role models and heroes ● Clubs analysis of attendance and groups 	AAH MS	Termly Ongoing Termly	BUDGET REQUEST: £250 Reading/ library resource books which represent different family groups
SEXUAL ORIENTATION <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i>	<ul style="list-style-type: none"> ● Audit of resources ● Promote understanding of sexual orientation and diversity in family groups by using LGBT specific reading and teaching materials in class ● Continue to build children's resilience and ability to empathise with others 	SH All All	Autumn 2022 Ongoing Ongoing	
CURRICULUM FOR EQUALITY <i>*Extracurricular opportunities</i> <i>*Relationships with others/PSHE</i> <i>*Resources</i>	<ul style="list-style-type: none"> ● Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability ● Ensure that displays in classrooms and corridors promote diversity ● Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option), class assemblies, fund raising etc ● Purchase further resources to promote equality and diversity 	SLT All All All	Ongoing Ongoing Annual elections	BUDGET REQUEST: ELSA training for TD already applied for and allocated £250 Curriculum resource updates (link to new topics) £50 School council badges and resources
COMMUNITY COHESION <i>*Targeting underachieving groups</i> <i>*Family learning</i> <i>*Parents and the community</i> <i>*Global Links</i>	<ul style="list-style-type: none"> ● Promoting social action across the school- making links with community groups to develop joint community projects ● Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities ● Provide more opportunities for parents and community to come in to school 	SLT All SLT		

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<p>ALL EQUALITIES <i>*Staff and LC representation</i> <i>*Exclusions</i> <i>*Training needs</i></p>	<ul style="list-style-type: none"> • Staff have a wellbeing champion for support Safer recruitment trained staff • Applications for job vacancies are inclusive, not discriminatory Staff accessibility needs met and additional resources bought to ease pain during working hours • All staff aware of emergency procedures for lock-down or evacuation (Baden Powell) 	<p>All</p> <p>HR</p> <p>All</p>		
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