

# Fairfield Community Primary School



## SCHEDULE OF EQUALITY AND INCLUSION PLANS

### *Cultural and race equality*

Action	By whom	By when	Expected Outcomes
<b>Continuation of tracking ethnic minority groups in all aspects of their achievement and attendance</b>	TS / MT	Ongoing	Ensure provision and achievement for all groups is at expected or beyond standard.  Ensure attendance of ethnic minority groups is monitored and is equal to or above whole school percentage
<b>Continue to use PSHE to reinforce school ethos of equality, tolerance and understanding of all people</b>	All staff	Ongoing	Ensure children continue to develop their levels of tolerance and understanding of all cultures and races.
<b>Continue to use RE topics, including Judaism, Sikhism, Islam, Christianity and Hinduism to further develop understanding and respect for all religions</b>	All staff Monitored by RE coord in scrutiny of work / pupil interviews	Ongoing	Ensure children continue to develop their understanding of all cultures and religions
<b>Continue to develop links with international schools</b>	All staff and Int School Leader	Ongoing – next review in June 2016	Ensure children continue to develop their understanding of all cultures and religions
<b>Continue to monitor all racist incidents and to report any incidents to the governing body as necessary.</b>	All staff	Ongoing- review termly	Continued excellent levels of racial tolerance and understanding
<b>To conduct pupil interviews relating to cultural awareness</b>	RE, PSHE and Community cohesion Coords	To be conducted and reviewed by June 2016	To continue to monitor the level of cultural awareness

## Gender Equality

Action	By whom	By when	Expected Outcomes
<b>Continuation of tracking both genders in all aspects of their achievement and attendance</b>	TS / MT	Ongoing	Ensure provision and achievement for all groups is at expected or beyond standard.  Ensure attendance of both genders is monitored and is equal to or above whole school percentage
<b>Continue to use PSHE to reinforce school ethos of equality, tolerance and understanding of all people</b>	All staff	Ongoing	Ensure children continue to develop their levels of tolerance and understanding of all cultures and races.
<b>Continue to ensure subjects which are traditionally 'boy' or 'girl' related (eg aspects of PE) are equally accessible and promoted to both genders</b>	Monitored by all staff – specifics include having a girls football team and ensuring both genders are involved in teams such as netball etc.	Ongoing	Ensure both genders have equal access and promotion to all areas of the curriculum and extended curriculum.
<b>Continue to monitor all sexist incidents and report any incidents to the governing body as necessary.</b>	All staff	Ongoing- review termly	Continued excellent levels of gender tolerance and understanding

## **Disability Equality**

<b>Action</b>	<b>By whom</b>	<b>By when</b>	<b>Expected Outcomes</b>
<b>Continuation of tracking all abilities including various groups of SEN children, in all aspects of their achievement and attendance</b>	TS / MT and SLT	Ongoing	Ensure provision and achievement for all groups is at expected or beyond standard.  Ensure attendance of all SEN children is monitored and is at least at expected levels.
<b>Continue to use SEAL and PSHE to reinforce school ethos of equality, tolerance and understanding of all people</b>	All staff	Ongoing	Ensure children continue to develop their levels of tolerance and understanding of all cultures and races.
<b>Continue to ensure subjects (eg aspects of PE) are equally accessible and promoted to all regardless of any disabilities</b>	Monitored by all staff –	Ongoing	Ensure all abilities have equal access and promotion to all areas of the curriculum and extended curriculum.
<b>Continue to monitor all incidents relating to persecution and report any incidents to the governing body as necessary.</b>	All staff	Ongoing- review termly	Continued excellent levels of disability inclusion awareness
<b>Continue to ensure persons with any disability are portrayed in a positive light throughout the school</b>	TS / MT / All Staff	Ongoing	Displays and work in school portray persons with disabilities in a positive light
<b>Continue to ensure that access to every physical area of the school is appropriate for all persons regardless of any disability</b>	TS / MT / Governing Body	Ongoing	Health and safety governor inspection / School survey

Action	By whom	By when	Expected Outcomes
<p><b>To ascertain views of those pupils / staff who have disabilities to ensure that consultation and actions (if required) are taken.</b></p>	<p>TS / MT / relevant staff</p>	<p>Next review July 2016</p>	<p>Ensure any persons with a disability recognise they have the right to state any issues they may have and indeed witness that the Head, SLT, Governing Body will act upon any issues to best resolve them.</p>