

## Ormesby Village Infant and Junior Schools

### Race Equality Action Plan – 2020-21

	Key Actions	Responsibility	Target Date	Monitoring Comments
Being Healthy				
Staying Safe				
Enjoying and Achieving	<ol style="list-style-type: none"> <li>1. Carry out on-going resources audits to ensure they reflect cultural diversity</li> <li>2. Continue to monitor and track the attainment and progress of children from ethnic minorities</li> <li>3. Ensure topics provide opportunities for children to learn about cultural diversity, especially in the UK</li> </ol>	<p>All teaching staff</p> <p>All teaching staff</p> <p>All teaching staff</p>	<p>Summer term 2020 and on-going</p> <p>On-going – reviewed at the end of each term</p> <p>On-going – half termly</p>	<ul style="list-style-type: none"> <li>• Learning topics are chosen to encourage incorporation of global dimension principles</li> <li>• Children’s progress is tracked rigorously</li> </ul>
Making a Positive Contribution	<ol style="list-style-type: none"> <li>1. Ensure all job adverts welcome applicants from different races</li> <li>2. Ensure staff ethnic data is recorded on the workforce census</li> <li>3. Ensure opportunities are sought to recruit governors from different races.</li> </ol>	<p>Headteacher</p> <p>Headteacher Admin &amp; Finance Officer</p> <p>Headteacher Chair of Governors</p>	<p>On-going</p> <p>On-going</p> <p>On-going</p>	<ul style="list-style-type: none"> <li>• All job adverts comply with safer recruitment procedures and welcome applicants from all races</li> <li>• Staff are invited to record ethnicity on workforce census</li> </ul>
Economic Wellbeing	<ol style="list-style-type: none"> <li>1. Ensure the environment reflects images of successful people from a variety of races</li> </ol>	Class teachers	On-going	

## Disability Equality Action Plan – 2020-21

	Key Actions	Responsibility	Target Date	Monitoring Comments
Being Healthy	1. Send out yearly questionnaires to all stakeholders to ascertain the nature of any disabilities and perceptions of accessibility	Headteacher	July 2020	
Enjoying and Achieving	1. Continue to monitor and track children's attainment and progress who are listed on the SEN register	All teachers	On-going – analysed termly	<ul style="list-style-type: none"> <li>• As detailed</li> </ul>
Making a positive Contribution	1. Continue to personalise learning so that children with learning disabilities play a full part in the life of the school	All teachers	On-going – weekly and half termly planning	<ul style="list-style-type: none"> <li>• As detailed</li> </ul>
Economic Wellbeing	1. Ensure the environment reflects images of successful people who have a range of disabilities	All staff	On-going	

## Gender Equality Action Plan – 2020-21

	Key Actions	Responsibility	Target Date	Monitoring Comments
Being Healthy				
Staying Safe				
Enjoying and Achieving	<ol style="list-style-type: none"> <li>1. Carry out resources audit each year to ensure they are not gender-stereotypical</li> <li>2. Continue to monitor/track boys and girls progress to identify any under-achievement attributable to gender</li> <li>3. Ensure learning themes reflect equally interests and needs of girls and boys</li> </ol>	<p>All teachers</p> <p>All teachers</p> <p>All children All staff</p>	<p>Summer term 2020 and on-going</p> <p>On-going – termly assessments</p> <p>On-going – half-termly learning topics</p>	<ul style="list-style-type: none"> <li>• As detailed</li> </ul>
Making a Positive Contribution	<ol style="list-style-type: none"> <li>1. Ensure opportunities are sought to provide a balance of male/female role models in terms of staff, Gobs and visitors</li> </ol>	<p>Headteacher Governing Body All staff</p>	<p>On-going</p>	
Economic Wellbeing	<ol style="list-style-type: none"> <li>1. Ensure the school environment reflects images of successful men and women and challenges gender stereo-typing</li> </ol>	<p>All teachers</p>	<p>On-going</p>	

