

# APPENDIX A

## Redesdale Primary School Single Equality Scheme Action Plan 2017 – 2020

This document details the actions the Governing Body will take over the next three years to satisfy the requirements of the protected characteristics as referred to within the School's "Single Equality Scheme".

The action plan is structured around key diversity objectives identified by school as follows:

1. To involve internal and external stakeholders in the equality process
2. To increase staff and pupil knowledge and understanding of equality and diversity issues
3. To work together with stakeholders to deliver more effective and equal outcomes for staff and pupils.
4. To improve opportunities that are provided in school ensuring equal access to all groups within the community.

Strategy	Equality (which strand(s) does it impact upon?)	Responsibility (who will be responsible for it?)	Timescale (when will it be done by?)	Progress
<b><i>ACTION 1. Involve internal and external stakeholders in the equality process.</i></b>				
All staff, pupils, parents and governors to be made aware of Single Equality Scheme and raised awareness of responsibilities. Publish and promote the Single Equality Plan through the school website, newsletter and staff meetings.	<i>All protected characteristics</i>	<i>Governing Body/ Headteacher</i>	<i>January 2017 – January 2020</i>	
<b><i>ACTION 2. Increase staff and pupil knowledge and understanding of equality and diversity issues.</i></b>				
Ensure that the curriculum promotes positive attitudes and equality. Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	<i>All protected characteristics</i>	<i>Governing Body/ Headteacher</i>	<i>January 2017 – January 2020</i>	
<b><i>ACTION 3. Work together with stakeholders to deliver more effective and equal outcomes for staff and pupils.</i></b>				
Ensure that the curriculum promotes positive attitudes and equality. Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	<i>All protected characteristics</i>	<i>Governing Body/ Headteacher</i>	<i>January 2017 – January 2020</i>	
<b><i>ACTION 4. Improve opportunities that are provided in school ensuring equal access to all groups within the community.</i></b>				
All pupils to be encouraged to participate in visits, trips, extra-curricular clubs and events. Ensure all staff, pupils, parents and governors are made aware of the range of opportunities available.	<i>All protected characteristics</i>	<i>Governing Body/ Headteacher</i>	<i>January 2017 – January 2020</i>	

The UK Government currently recognises six 'equality strands' where people are protected by law from discrimination (direct or indirect), harassment and victimisation. However, the headings of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity are known as the 'protected characteristics'.