



Mullion Primary School

Equality Action Plan 2020 - 2022

Protected Characteristics	Objectives	Measurable success indicator	Who is responsible	Timing
All	Publish and promote the Equality Plan through the school website, newsletter and staff meetings	Website review indicates compliance	Headteacher / Deputy Head	Ongoing
All	To diminish any identified differences in attainment for disadvantaged pupils, setting challenging targets for at least expected progress	Pupils from identified groups make at least expected progress	Headteacher / GB / SENCO / SLT / Teaching staff	Termly (Tracking data)
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability	Learning walks, lesson observations, work and planning scrutiny, pupil voice interviews, Governor visits	SLT	Ongoing
Age	Establish links with agencies in the village (Chapel and church members, Age –Concern after pandemic and organise school visits. Encourage senior citizens into to school to share their stories and to assist with the school's reading.	Meetings conducted with children and senior members of the community.	Headteacher /SLT / SENCO / Literacy lead.	Autumn 2021
Race	Decolonising the school's history curriculum to give a more accurate picture of the impact of colonisation on ethnic groups and countries; Provide training for teachers (The Black Curriculum)	Revisions to long term history topic, book scrutinies, learning walks	Headteacher /SLT /humanities coordinator	By autumn 2021

Race	Identify, respond and report racist incidents as outlined in the Plan.	Incidents are recorded appropriately. Figures are reported to the governing body on a termly basis.	Headteacher / GB	Termly GB meetings
	To further increase opportunities for visitors from different cultures and faiths as part of curriculum topics. Cultural and religious events should be celebrated throughout the year to increase pupil awareness and promote understanding of different communities e.g. Diwali, Eid, Christmas.	RE and PSHE planning scrutiny, learning walks Assembly themes Governor visits	RE & PSHE coordinator	Start of Autumn term 2021 term depending on easing of lockdown measures
	Through our environment promote diversity in ethnicity , belief and physical disability	Learning walks show clear examples of diversity	Head teacher. LGB	Autumn term 2021 depending on lockdown measures
Gender	Introduce initiative to encourage girls to take up sport outside the curriculum requirements to make participation rates more reflective of the school population.	Increase participation of girls in sports clubs and out of school sport activities by 10%	Teachers PE lead	Start of Summer term depending on easing of lockdown measures
Pregnancy and maternity	Make clear to all staff the Trust policy on maternity and paternity leave and family friendly working.	Staff have access to relevant policies and understand them	Head teacher	Summer term 2021