



St. Stephen's School  
and Children's Centre  
*Learning for life*

# Equalities Action Plan

This policy is statutory and will be reviewed every 3 years.

	Date	By	Role	Ratified	Date
Version 1	June 2015	Neena Lall Adam Bennett Janet Mantey	Headteacher Primary Deputy Nursery Deputy		
Version 2	June 2016	Adam Bennett Janet Mantey	Primary Deputy Nursery Deputy		
Version 3	June 2019	Adam Bennett James Frecknall Janet Patterson	Primary Deputy Primary Assistant Head Nursery Assistant Head		
Version 4	June 2020	Janet Patterson James Frecknall	Nursery Deputy Head Primary Assistant Head		

\*N/B - Owing to COVID-19, a review took place in June 2020 (before the required 3 year cycle) to ensure the action plan remains fit for purpose in the changing landscape.

**St Stephen's School & Children's Centre**

**Equality Objectives: 1. Advance Equality of Opportunity between people who share a protected characteristic and people who do not**

**Date: June 2020**

1 = Disability, 2 = Gender, 3 = Ethnicity, 4 = Religion/Belief, 5 = Pregnancy/Maternity, 6 = Sexual Orientation, 7 = Age

**Equality Strand (see key to left - protected characteristic)**

Objective	Current situation	Impact	Equality Strand (see key to left - protected characteristic)							Lead Person:	Implemented by: (date)	
			1	2	3	4	5	6	7			
<b>Nursery</b> To monitor and assess the impact of Priority Pupil Performance Progress (Quad P) to include Summer Born	Actions put into place to narrow the gap in certain curriculum areas	Data shows narrowing the gap between groups of learners.								x	Janet Patterson	December 2020
<b>Federation</b> To increase the attainment of Black African, Black Caribbean and Black Other children across the Federation	Quad P programmes Assessment Tracking Interventions where required Role models on staff	Data shows narrowing the gap between groups of learners.			x						Federated Leadership	September 2021
<b>Federation</b> To support parents of children with High needs funding through school transitions.	Meet parents during parent consultation, annual reviews and home visits, and transition meetings.	100% attendance over the year to parent forums.	x			x					James Frecknall Esther Williams Emilie Johanson	December 2020
<b>Federation</b> Increase the diversity reflected in school displays	Some diversity reflected in displays	Diversity, reflected in the community and beyond, reflected through display	x	x	x	x	x			x	1As Children's Centre	Ongoing

**Equality Objectives: 2. Foster Good Relations between people who share a protected characteristic and people who do not.**

**Date: June 2020**

1 = Disability, 2 = Gender, 3 = Ethnicity, 4 = Religion/Belief, 5 = Pregnancy/Maternity, 6 = Sexual Orientation, 7 = Age

**Equality Strand (protected characteristic)**

Objective	Current situation	Impact	Equality Strand (protected characteristic)							Lead Person:	Implemented by: (date)
			1	2	3	4	5	6	7		
<b>Nursery</b> To promote the importance of strong family relationships in parenting	Provide coping with kids parenting programme Bin the bottle Toilet training	Increase in both parents attending	x	x	x	x	x	x	x	Janet Patterson	December 2020
<b>Primary</b> To embed new systems to enable pupils to regularly feedback about their school to the leadership team.	RRSA Article 12 Article 13 Sessions	Effective feedback to leadership through pupil voice Behaviour and safety is outstanding	x	x	x	x	x	x	x	James Frecknall	December 2020
<b>Federation</b> To promote the importance of living within an inclusive community	Parent contact - newsletters, website, workshops Article 13 sessions RHE Education Identity Week	All children can reflect and vocalise the importance of and celebrate diversity within our community	x	x	x	x	x	x		Neena Lall James Frecknall Federated Staff	September 2021

**Equality Objectives: 3. Eliminate Unlawful Discrimination, Harassment and Victimisation as defined by the Equality Act 2010**

**Date: July 2020**

1 = Disability, 2 = Gender, 3 = Ethnicity, 4 = Religion/Belief, 5 = Pregnancy/Maternity, 6 = Sexual Orientation, 7 = Age

**Equality Strand (protected characteristic)**

Objective	Current situation	Impact	Equality Strand (protected characteristic)							Lead Person:	Implemented by: (date)
			1	2	3	4	5	6	7		
<b>General</b> To monitor the protected characteristics	Incidents of discrimination, harassment and victimisation are monitored regularly.	Appropriate actions are taken Behaviour and attitudes is outstanding	x	x	x	x	x	x	x	James Frecknall Janet Patterson	Ongoing
<b>Federation</b> To adopt the local authority RHE policy for St. Stephen's	<ul style="list-style-type: none"> <li>▪ RHE relationships books in book corners</li> <li>▪ Bodily changes linked to science national curriculum</li> <li>▪ Jigsaw PSHE</li> <li>▪ RE SACRE syllabus</li> </ul>	Implementation of LA policy				x		x	x	James Frecknall Neena Lall	April 2021
<b>Federation</b> To review, implement and embed the School Curriculum reflects our multi-racial society.	The broad and balanced curriculum is monitored every year and adjusted as necessary. A true curriculum for progress should not shy away from difficult discussions.	Curriculum and content of lessons is fit for purpose and ensures our pupils learn what it means to be a modern citizen having learnt from the past.			x					Chetan Patel James Frecknall Anna Diaper Janet Patterson	September 2021