



West Park Academy Single Equality Action Plan – updated July 2023

Objective	Activity	Timescale	By whom	Impact	Year 2 & 3 actions
Review Single Equality policy	To produce and review Single Equality policy	Annually	Principal	School identifies priorities and actions to be taken across all aspects of the school	Continue to monitor policy and practice to ensure good to better outcomes for the children
Ensure that all stakeholders are aware of the policy	Publish the Single Equality policy and action plan on the school website. Document to become part of an induction pack for new staff	Annually	Principal	Awareness raising for all stakeholders All staff to promote Equal Opportunities for all	Update annually Ongoing programme of training including curriculum review
Ensure that all the SLT and Trustees are clear about their responsibilities in the recruitment and selection of staff	SLT and identified Trustees to have completed Safer Recruitment training on line	Ongoing	SLT and key trustees	Recruitment procedures ensure Equal Opportunities for all candidates and the best person appointed to the relevant post	Refresher every 2 years

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Monitor and analyse racist/homophobic incidents occurring within school	Monitor CPOMS for any racial incidents to identify any patterns and information recorded in the Principal's report to the Trustees detail any actions taken	Every 3 weeks	Safeguarding team	Racial incidents are dealt with appropriately and this feeds into learning	On going
Monitor and analyse pupil attainment and compare groups	Act on any trends noted and provide additional support for pupils identified	Ongoing - termly reported to the Board	SLT	Good to better progress being made by all groups of children	Annually
Review after school activities provision to ensure SEND pupils can access	After school activities monitored. SEND and PP prioritised	Termly	SENDco	After school activities are inclusive	Annually
To provide quiet places to play for pupils during break and lunchtime	To develop the outdoor learning space to improve wellbeing To ensure that there is an ELSA lunchtime club available daily	On going	OPAL team Mental Health and Wellbeing Team	No learning time is lost through children reporting behaviour incidents and all children enjoy their breaks	Annually

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To ensure the needs of all children are met when planning a school trip, special event or assembly	All SEND children specifically mentioned on risk assessments utilising provision maps	Ongoing	SLT and individual class teacher	All children fully participate in all aspects of school life	Ongoing
Analysis of pupil attainment	Act on any trends noted and provide additional support for pupils identified	On going	SLT	Good to better progress being made by all groups	Termly
Monitor and analyse the take up of after school activities provision by gender and disadvantage	After school activities monitored	Termly	SLT	All children accessing after school activities	Annually
Monitor and analyse pupil behaviour by gender and disadvantage	Act on any trends noted and provide additional support for pupils identified	Termly	SLT	Outstanding behaviour seen in school with good to better progress being made by all groups	Ongoing
To develop community cohesion and tolerance of other faiths and beliefs within our community	Celebrate a variety of cultural events across the year to increase awareness and understanding of different communities A programme of visits and visitors from and to places of worship for each of the main 5 religions in place	Termly	RE lead/ PSHE lead and SLT	Children are aware of other cultures and are more tolerant and understanding of others	Ongoing

<p>To raise the profile of BAME contributions to all aspects of our society</p>	<p>Identify individuals from the BAME community as part of our cultural capital. Celebrate Black History Month Ensure that the books we study and the people we study reflect the school community and modern Britain</p>	<p>Ongoing</p>	<p>Curriculum Team</p>	<p>Children have a better understanding of the positive contributions all people have made to our lives</p>	<p>Evaluate and build upon</p>
<p>Ensure that staff are trained to deliver the RSE curriculum and have the required resources to do so</p>	<p>Training on expectations of the RSE curriculum on teaching about relationships Resources shared with staff</p>	<p>Ongoing</p>	<p>PSHCE lead</p>	<p>Help all children grow up healthy, happy and safe. Give all children the knowledge to make informed decisions about their wellbeing, health and relationships.</p>	<p>Evaluate through the Y6 Health Lifestyles survey and act on feedback</p>