

**Equalities Action Plan 2017-2020** The Action Plan will be reviewed and updated annually

Equality Strand	Action and links to School Development Plan	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time frames?	Intended Outcome
ALL: Bringing equality procedures and practices into line with Equality Act	Ensure all new policies give due consideration to equality requirements, including British Values and the 'Prevent Duty'.	Feedback from all stakeholders, including parents via website links.	Governing Body	Ongoing	Policy reviews ensure equality requirements are addressed.  Feedback is acted upon.
ALL: Bringing equality procedures and practices into line with Equality Act	Ensure staff are updated/trained annually in aspects of equality	Feedback from all stakeholders.	Headteacher	Autumn Term	All staff are reminded of our commitment to treating all employees, learners and potential learners, and their parents and carers, as of equal value.
Equality of opportunity and Participation	Ensure disadvantaged children, (CLA, 2yoff, EYPP) are supported at Kingswood to reduce disadvantage and diminish the difference.  <i>(Links to SDP Priority 4)</i>	AM7, Pupil Progress Meetings, data analysis, Provision maps, feedback from parents and linked professionals supporting individual children.	Headteacher and Key Persons	Reviewed 4 times a year	Analysis of cohort, group and individual needs informs planning.  Headteacher, staff and Governors have a clear understanding of attainment and achievement.
ALL: Bringing equality procedures and practices into line with Equality Act	Summarise data to identify groups with gaps in achievement in nursery and pre-school (Boy/girl, SEND, EAL, BME, EYPP, 2yoff)	Assessment Manager 7 data	Headteacher and Key Persons	Reviewed 4 times a year	Analysis of cohort, group and individual needs informs planning.  Headteacher, staff and Governors have a clear understanding of attainment and achievement.
Disadvantaged group – EYPP (Specific, measurable objective to close the gap)	To improve the attainment and progress of EYPP children	AM7, Pupil Progress Meetings, data analysis, Provision maps, feedback from parents and linked professionals supporting individual children.	Headteacher and Key Persons	Reviewed 4 times a year	Children's skills will show clear progression throughout the year – with the majority (51 - 64%) of EYPP children to make better than expected progress in the prime areas of learning (4 steps of progress).