

**Liskeard Hillfort Primary School – School level Equality Action Plan**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Action** | **Success criteria** | **Responsibility** | **Milestones/timeline** | **Additional comments** |
| Publish and promote equality plan to all stakeholders | Compliance | Headteacher | By October 1st 2023 |  |
| To ensure staff have sufficient capacity to respond to evolving SEND need through:   * Recruitment of colleagues * Sufficient SEND training * SENDCo capacity in school * Equality Training | -EHCP need  -Staff questionnaire  -x2 SENDCos  -Staff questionnaire | Headteacher/SENDCo | Ongoing, but staff questionnaire in Jan ‘24 |  |
| To build capacity in this area by offering the Personal Development portfolio as a fully senior/headship team portfolio, thereby giving the area sufficient resources to succeed. | Ofsted judgement of at least “Good”.  Pupil questionnaire (PASS) survey acknowledgememnt | Heateacher/Assistant Head | Review points in line with SDP milestones – reviews every fortnight and PM structure in place. |  |
| To monitor and analyse pupil achievement by Protected Characteristic | Achievement in line with expectations | Deputy Head - Standards | Data drop points |  |
| To ensure that new range of Wall Art promotes diversity by Protected Characteristic. | Compliance | Headteacher | Ongoing |  |
| Ensure assemblies promote equality and celebrate diversity | Compliance | Headteacher | Weekly |  |
| To ensure that the mapping of Protected Characteristics in the curriculum is reviewed, following the review of the Wider Curriculum that is occurring in 2023-24 –in line with curriculum need and societal change. | Adaptation of | Deputy Head – Quality of Education | Start of Spring 2 |  |
| To ensure all children are given the opportunity to make a positive contribution to the life of the school. This is with particular reference to:  -Student Council  -Volunteering opportunities  -Academy participation  -Residentials/trips participation | % participation in line with demographic. | Headteacher | Termly check-in points. |  |
| To ensure that organisation of children is not determined by gender | Removal of typical queuing arrangements | Headteacher | New academic year 2023 |  |
| To ensure that Accessibility Plan is carried out. | Compliance | Headteacher | Ongoing – see plan |  |
| Ongoing development of The Thrive Approach provision/Price Instructor training, with an especial focus on support for SEMH disability. | Increasing number of Thrive Practitioners to 4. HT to gain Train the Trainer status. | Headteacher | Price – Dec ‘23  Thrive – Summer 2 |  |
| Develop opportunities for community links through:  -3 Bridges partnership  -Plymouth Centre for Cultural Diversity trips/visits/seminars | Increasing range of opportunities for children to access other cultures – 1xseminar, 1xtrip, 1xvisiting speaker in every year group | Headteacher/RE lead | 3 Bridges – Summer 1  Plymouth Centre – November ‘22 |  |
| Ensure wider school provision for children through:  -extension of school day  -provision of Breakfast Bagels inc. Magic Breakfast  -provision of Community Dinner night | -3.40pm finish  -Introduction of breakfast  -Introduction of Community Dinner | Headteacher | School day – ongoing  Community Dinner – January ‘24 |  |