

Equalities Action Plan Appendix

Document Summary

Document Owner:	PB
Version Number:	1.1
Document Status:	Approved
Date Last Approved:	March 2024
Date of Next Review:	March 2027
Frequency of Review:	Annually
Governing Committee:	Property, Health & Safety
Statutory Policy?	Statutory
On School Website?	Yes

FYI: Version control should be used for all formal documents and managed as:-

- 0.1 (1st draft version)
- 0.2 (2nd draft and so on..... 0.3. 0.4 etc)
- 1.0 (Once document has been approved)
- 1.2 (during review/approval of a lifecycle document i.e. policies)
- 2.0 (2nd approved document) and so on.

Amendment History

Version	Amendment Date	Author	Amendment Summary
1.1	080324	Pete Barnard and Malcolm Fiddler	Updated statistics, separated accessibility plan and changed FSM participation target as now at 100% at end of KS2

1.2	290725	Pete Barnard	Updated 2024-5 Statistics

St Michael's Primary School Appendix 1: Equality Action Plan (including equality objectives and accessibility plan) 2024-27
Reviewed: February 2021 (Property Committee), March 2023 (Malcolm and Pete), March 2024 (Malcolm and Pete), July 2025 (Malcolm and Pete)

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact be monitored?	Who	Time Frames	Progress review (date)
Eliminate discrimination, harassment & victimisation	Reduce the number of homophobic incidents to zero.	See school improvement plan: focus on explicit teaching; whole-school themes; new PSHE scheme & new SRE	Termly collection of behaviour data	PB	2024-27	2024-25: Rose from 4 in previous year to 7 (although down from 22 in 2021-22)
Advance equality of opportunity between different groups	Overall Pupil Progress to be in line with or exceed national averages	See main school improvement plan	Annual data analysis Pupil Progress Meetings	SLT	2024-27	2024-25: Pupil Progress above National average with 67% reaching standard for RWM
	Continue to improve outcomes for SEN pupils throughout the school, ensuring that every pupil makes good progress from their starting point (2022-23 78 children on SEND register and 2023-24 94)	See SEN plan in main school improvement plan: focus on improving targeted interventions	Annual data analysis	AC	2024-27	2024-25: 16% of SEND achieved standard at end of KS2 for RWM (improvement of 7% on previous year)
	Reduce the gap year on year between PP attainment and non-PP attainments	See pupil premium action plan	Annual data analysis	PB	2024-27	2024-25: 47% of PP children achieved KS2 RWM compared with 28% in 23-24. PP gap still high at 25% compared with Non-PP attainment
	Maintain participation by FSM/ever 6 pupils in camp, after school clubs and music provision	See sport premium plan: Develop provision Provide financial support	Data analysis twice yearly	PB	2024-27	2024-25: 97% of Year 6 represented the school

	Ensure high level of engagement in home learning	Provide access to devices: laptops and tablets				
	Reduce gap in attendance between PP and non PP children	Targeted family support	Termly monitoring	ES/JP	2024-27	2022-23: Gap widened to 4.4% 2023-24: Gap reduced to 3.63% 2024-25: Gap at 4%
	Provide appropriate support for EAL pupils to develop their home language alongside English, so that EAL pupils have no attainment gap by the time they leave primary school	Focus on all children who have English as an additional language.	Ongoing monitoring	PB	2024-27	2024-25: Staff member resigned and unable to fill post due to financial constraints.
Foster good relations between different groups	Continue to provide opportunities for school to come together in a social way. Increase levels of MEO family participation in school life	Variety of PTFA events Development of new curriculum – theme weeks; performances	Ongoing monitoring	PB	2024-27	2024-25: MEO representation on Governing body and PTFA. Diversity week and Black History month celebrated as well as religious festivals during assemblies.
	Increase proportion of MEO staff	Encouragement of wider sections of school community and beyond to apply for jobs	Staff appointment surveys	LP	2024-27	2024-25: Doubled MEO staff representation with 7 staff (4 LBS and 3 TA)

N.B Action Plan works in accordance with Accessibility Plan 2024-27