

Equality Scheme Action Plan

Equality Strand	Objective	Monitoring	Responsible	Timescale	Success Indicators
All	Publish and promote our Single Equality Scheme and Equality Plan through the school website, VEC Life newsletter and staff meetings.	Question about parent awareness of Equality Scheme in annual survey Staff /Governor questionnaires	Headteacher / designated member of staff	Approved by Governors Published on website	Staff are familiar with the principles of the Equality Plan Parents are aware of the Equality Plan
All	Monitor and analyse student outcomes by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability on a termly basis	Assistant Headteacher	Oct / Feb / May Ongoing	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.	Increase in students' participation, confidence and achievement levels Monitoring of children's rights	Assistant Headteacher Global Learning Coordinator	Ongoing	Notable increase in participation and confidence of targeted groups RRSA Silver
All	Ensure that school publicity materials and displays in classrooms and corridors promote equality and celebrate diversity	Termly monitoring	Headteacher / designated member of staff	Ongoing	Appropriate and positive images support these provisions Diversity reflected in school displays
All	Ensure all students are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council, assemblies, fund raising etc.	School council representation Positive Contribution Awards	Headteacher / designated member of staff	Ongoing	Equality and Diversity included in school council meetings

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All	Celebrate cultural events throughout the year to increase student awareness and understanding of different communities e.g. Diwali, Eid, Easter	Termly review	Headteacher / designated member of staff	Ongoing	Increased awareness of different communities Include key dates for equality and diversity in school calendar
Community Cohesion	Engage people from communities in our local area to come together and positively interact.	Plan, publicise and organise key events Extended services bookings	All	Ongoing	Events demonstrate our commitment e.g. New Opportunities Day Music Festivals
All	Promote Governor vacancies as required with leaflets in accessible formats, by involving students / parents in design	Monitoring of applications by to see if material was effective	Chair of Governors Livability	Ongoing	Welcoming applications from candidates to be School Governors
All	Introduce end of year diversity celebration report	Equality and Diversity termly updates at Governors Annual report	Equality & Diversity Link Governor	Ongoing	Outlines VEC's celebratory culture Students preparing themselves to live in modern day Britain
All	To ensure that external contractors comply with the requirements of The Equality Act (2010).	Information to be sent to external contractors Training offered	Head of Support Services	Ongoing	The offer and take up of our EDI training. Promoted to our partners/suppliers.
All	Analyse, employment data, working towards ensuring that the workforce is reflective of the local community in term of protected characteristics.	Arrangements for monitoring and analysis Workforce Development Plans	HR Business Manager Livability	Ongoing	Identify any under-represented groups Improve employee voice in relation to equalities