

Portway Junior School

Single Equality Scheme Action Plan Autumn 2020 – Summer 2024

The Public Sector Equality Duty 2011 has three aims under the general duty for schools:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims and with regard to the protected groups under the Equality Act 2010. This action plan brings together the priorities for the school to comply with the Equality Act. The objectives will be monitored annually and reviewed fully every four years to ensure that account is taken of any changing needs of the School.

A tick to identifies which statutory duty/equality legislation the planned action is meeting R = Race, D = Disability, G = Gender, SO = Sexual Orientation, A = Age, R/B = Religion or Belief						Outcome	Actions	Timescale	Responsibility
R	D	G	SO	A	R/B				
	✓					Staff and pupils across the school community can communicate basic greetings in Makaton.	Arrange for staff INSET in Makaton for those working closely with individual. Introduce Makaton greetings in assemblies. Investigate ways in which to continue to learn and promote this.	September 2020	All staff
	✓					Communication is improved through the use of an induction loop for those with a hearing impairment.	Investigate the performance of induction loop and consider ways to increase effectiveness.	October 2020	Site Manager/IT manager/AM
✓	✓				✓	Pupils throughout the school are aware of a variety of differences between individuals	Ensure PDL curriculum covers learning about racial differences, religious beliefs and disabilities.	October 2020	HT/DHT/PDL manager/classroom staff
✓	✓	✓		✓	✓	Attendance rates are similar between all protected groups	Due to absences related to COVID symptoms, this may be difficult to achieve in the immediate future. Attendances will continue to be monitored for all groups.	Autumn 2020	Admin / Family Support Worker HT
✓	✓	✓		✓	✓	Pupils absent from school due to COVID related reasons have access to continued learning that relates closely to current classwork.	Admin team monitors absence reasons and inform relevant staff. DHT activates 2-day emergency plans for learning via the school website. Class teacher provides learning for individuals via Google Classroom. SENDCO & Inclusion Team make appropriate adjustments to learning for specific individuals.	Autumn 2020	Admin / HT / DHT / class teachers / SENDCO & Inclusion Team

✓	✓	✓				All pupils, regardless of race, gender and disability receive quality first teaching and make good progress.	To continue to monitor attainment and progress of pupils by race, gender and disability and act on any trends or patterns in the data that indicate additional support is required for pupils.	Autumn 2020	HT/DHT/SENDCO & Governing Body
✓	✓	✓	✓	✓	✓	The SES is understood and shared by all stakeholders.	Publish and promote the Equality Plan through the school website and include more references and statements in all publications including newsletter	From September 2020	HT/DHT
✓	✓	✓	✓	✓	✓	Virtual opportunities are in place (due to COVID restriction) to involve people, in the life of the school, who share a protected characteristic e.g. assemblies, visitors	In the light of restrictions placed on us by COVID, consider the curriculum map and possible opportunities to involve people in a virtual visit. Consider whether assemblies and virtual seasonal events can be used to welcome a wider diversity into the life of the school.	From September 2020	SLT – Year Leaders/class teachers to look at curriculum for their year group