Northowram Primary School

Equality Action Plan

2017-20

This action plan highlights our areas for development over time in improving our ability to ensure that we do an exemplary job of ensuring that Northowram Primary School is a place which is underpinned by the principles of equality

Northowram Primary School is a place where everybody can be themselves

It is a place where everybody can feel safe, be happy and learn

Everyone at our school is equal and acts with respect and kindness towards each other

Our school is a bully free place

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| Success Criteria | Activities | Named Person | Timescale | Resources | Monitoring | Evaluation |
| Governors will be well trained and minutes will demonstrate challenge  Governors will demonstrate this through their positive profile | Ensure that governor commitment to SMSC and British Values is clear and that they hold the school to account  Ensure that through their profile, that they are role models on Equality and Diversity | Daniel Lomas  Chair of Governors  All Governors | Sept 2018 |  | Has the training taken place? |  |
| Staff will be well trained | Ensure that all staff receive training on Equality and Anti –Discrimination | Suzanne Skidmore | July 2018 | Time for Training | Has effective training taken place? |  |
| An effective policy will be in place | Review the school adult anti bullying policy | Daniel Lomas  Suzanne Skidmore  Governing Board | By July 2018 | Time for Training | Are incidents of bullying low in frequency? |  |
| SEND pupils will be effectively included in school and staff will know how to support and encourage them to be independent and responsible | Review systems and awareness of inclusion of SEND pupils to ensure that they are empowered to become more independent and responsible and that all adults treat them accordingly. | Amy Beanland | July 2018 |  | Are staff clear on supporting SEND pupils in these areas? |  |
| More classrooms will have ramps to support access | Continue to develop access to school through rolling program of ramps | Ian Wood  F and GP Committee | By July 2020 | Cost of Ramps | Have ramps been installed? |  |
| Rolling program of lockers will be in place | Continue to install lockers in order to create better access. | Ian Wood  F and GP Committee | By July 2020 | Cost of Ramps | Are lockers in place? |  |
| A greater number of community events will take place with pupil involvement | Increase opportunities for our pupils to become more involved in community group events (context for this was success of the work that was down Parkinson’s support group) | Suzanne Skidmore | On Going |  | What events have taken place? |  |

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