

Meden School: EQUALITY ACTION PLAN: 2019 - 2022

Principles and Aims	Action	Responsibility	Time Scale	Success Criteria	Outcomes and Impact for Pupils
All learners are equal	Track progress of all student groups (ethnicity, gender, PP etc)	Headteacher	Termly	Progress and attainment will be evident for all pupils and comparisons will have been made between cohorts.	All pupils achieve in external accreditations, where appropriate.
	Analyse data to identify gaps in learning and trends. Ensure interventions are put in place to close these gaps.	Headteacher Staff as appropriate	Termly	Any gaps in progress and attainment will have been identified and interventions implemented.	All pupils successfully identify an appropriate pathway beyond Winchelsea.
	Ensure that displays celebrate successes of all pupils regardless of ability.	All staff	Ongoing	Displays around school will show achievement of all pupils.	The school environment reflects our aims and celebrates our pupils' success.
Recognise and respect difference	Ensure assembly themes cover topics around respect and prejudice. Ensure Me @ Meden schemes of Learning and Lessons cover topics around respect and prejudice.	Headteacher ME @ Meden Coordinator	Annually	The assembly rota and Me @ Meden schemes and plan will have the breadth to ensure coverage of topics around respect and prejudice.	Students learn about respect and prejudice throughout a number of contexts.
All pupils have equal access to the curriculum	Ensure all pupils have access to the whole curriculum regardless of ability and their options aren't restricted.	Deputy Headteacher	Annually	Student GCSE options are wide ranging and % of Ebacc increases All KS3 students follow the same curriculum	Students study a broad and balanced curriculum

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Address prejudice and prejudice related bullying	Continue to monitor all incidents of prejudice and bullying.	Behaviour and Standard Senior Leader	Termly	Number of incidents will be known. Any trends or patterns will be identified and addressed.	Students treat each other with respect and celebrates differences of others
	Ensure curriculum has sufficient coverage of prejudice related topics.	Headteacher & Curriculum Leaders	Annually	Curriculum will have been audited and any gaps identified and addressed. All pupils will have taken part in activities related to anti bullying. Number of incidents recorded will continue to be minimal.	
	Ensure an assembly on bullying takes place at least annually.	Behaviour and Standard Senior Leader	Annually	The assembly rota will have the breadth to ensure coverage of topics around respect and prejudice. An assembly will have taken place annually on bullying.	
An atmosphere is created which recognises the validity of all cultures, fostering positive attitudes towards all	RE & Me @ Meden curriculum covers a wide range of religions and cultures in schemes of learning	CL Humanities Me @ Meden Coordinator	Annually	Me @ Meden schemes and plan will have the breadth to ensure coverage of topics around a range of religions and cultures	Students gain and develop of understanding of different religions and cultures.
Observe good equalities in staff recruitment, retention and development	Ensure job description and person specifications for jobs are not gender biased.	Headteacher / BOM	Ongoing	At least one member of any selection panel will have had Safer Recruitment Training.	All actions are now in place and processes are subject to appropriate guidance, such as Safer Recruitment.

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	<p>Selection panels will always have at least one person who has undertaken Safer Recruitment Training.</p> <p>Our actions with staff are always guided by our Public Sector Equality Duty.</p> <p>Enable opportunities for all staff across the school to undertake professional development irrespective of role.</p>	<p>Headteacher</p> <p>Headteacher / School Business Manager</p> <p>Senior Leadership Team</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>We have a range of policies in place designed to reinforce our obligations in this regard.</p> <p>All staff at all levels will have undertaken training on at least an annual basis</p>	
<p>Consult and involve the whole school widely</p>	<p>Undertake questionnaires with all parents and carers.</p> <p>Undertake pupil questionnaires on a range of topics ensuring accessibility for all.</p>	<p>Deputy Headteacher</p> <p>Deputy Headteacher</p>	<p>Annually</p> <p>Annually</p>	<p>An annual Keele questionnaire will have been sent to all parents and carers. Results will be analysed and a commentary back to parents and carers will have been provided.</p> <p>An annual Keele questionnaire will have been completed by all pupils. Results will be analysed and any areas for development will be identified and acted upon.</p>	<p>We listen to our stakeholders and action plan areas of development based around equality.</p>

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