

St Mary's RC Primary School Richmond  
Equality Action Plan 2012-2015

Equality Strand	Action	Timescale	Review	Responsible person (s)
All	Equality plan to be published on school website, staff meeting and staff sign off sheet	Plan prepared and approved by GB	Nov 2012	Head teacher, GB
All	All stakeholder to be involved in the future development of the Equality plan	Input and feedback from parent surveys, staff meeting, school council and parent-teacher consultations	On going	Head teacher, staff
All	Monitor and analyse pupil achievements by race, gender and disability.	Analysis will indicate that there is no significant difference in attainment for equality groups	On going	Head teacher, SLT, Achievement of pupils sub committee
All	Where appropriate, recognise the talents of disabled pupils in Gifted and Talented programmes	G&T register monitoring by race, gender and disability of opportunity	On going	Head teacher, SLT, Achievement of pupils sub committee
All	Displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity	Diversity will be reflected in displays across all year groups	On going	Head teacher, Subject Leaders, Governors
All	All pupils are given the opportunity to make a positive contribution to the life of St Mary's- school	Pupil participation	On going	Head teacher, all teaching staff

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	council, class assemblies, fund raising events					
All	After school clubs take into account pupils needs and access issues.	Diversity will be reflected in pupils participation	On going		Head teacher, all staff, leaders of clubs, Governors	
Gender Equality	Provide a wide range of after school clubs opportunities =, to ensure participation rates are reflective of the school population	Balance between boys and girls	On going		Head teacher, all staff, leaders of clubs, governors	
Disability Equality	St Mary's school are accessible to all disabled stakeholders	Admissions, participation and extended school usage will be monitored; barriers to new and existing disabled users will be identified and addressed	On going		Head teacher, all staff, Governors	
Disability Equality	St Mary's school as an employer enables disability equality	Job adverts/applications, CPD , promotion, pay and conditions of service	On going		Head teacher, Governors, SLT	
Race Equality	Identify, respond to and report racist	Staff are aware of and respond to racist	HT termly reports to GB		Head teacher	

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	incidents	incidents in a timely and appropriate manner			
Community Cohesion	Celebrate cultural events throughout the year to increase pupils awareness of different communities	Increased awareness of different communities	On going		Head teacher, all teaching staff
Community Cohesion	Provide reasonable means for pupils to interact with people from different backgrounds and build positive relationships	Increased awareness of different communities	On going		Head teacher, all staff members
All	All and new members of staff receive training and are made aware of St Mary's Equality Policy and Action Plans	All new and existing staff are aware of the policy and plan	Nov 2012 On going		Head teacher
All	Review the Equality plan on an annual basis, report to GB in summer term	Report to GB on progress, Reviewed	Summer term 2013		Head teacher. GB