

9. Equality Policy - ACTION PLAN

Helston Community College

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Publish and promote the Equality Plan through the school website, newsletter and staff meetings.	Question about parent / carer awareness of the Equality Policy and Plan in annual survey?	Headteacher	After Equality Plan is agreed by governing body every four years	Staff are familiar with the principles of the Equality Policy and Plan and use them when planning lessons, creating class room displays Parents are aware of the Equality Policy and Plan
All	Monitor and analyse student achievement and student welfare by SEND, Disadvantaged, gender (significant numbers in groups) and prior attainment. Act on any trends or patterns in the data that require additional support for pupils.	Achievement, welfare, behaviour and attendance data analysed. Termly meetings: Headteacher and SENCo Monitoring & Evaluation foci for subject leaders. Reported to staff and Governors Termly monitoring by Safeguarding Lead and Safeguarding Governor.	Headteacher LGB SENDCO SLT	Termly in Headteacher's report to Governors. Data and tracking. Termly Student Progress Meetings.	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups. Support is in place termly for groups or individuals
All	Ensure that the curriculum positively promotes diverse role models and heroes. Ensure that displays in classrooms and corridors promote diversity. Ensure assemblies promote equality and include positive content and images, which celebrate diversity. Encourage children's voices and contribution to reflections on diversity. British Values are explored through the curriculum.	Increase in students' participation, confidence and achievement levels.	Assistant Headteacher Safeguarding Assistant Headteacher Personal Development PSHE Lead	Ongoing	Increase in participation and confidence of targeted groups, diversity reflected in displays around College, appreciation of diversity reflected in behaviour in all members of the College community

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All	Investigate Accessibility Plan and ensure that building is in line with agreements and expectations of Equality Act. Risk Assessments and development of shared areas to ensure they are accessible and safe.	Observations. SENDCo other staff discussions. Governor monitoring visit. Health and Safety Termly Meeting	Headteacher and LGB H & S Lead	Review Accessibility Plan annually Risk assessments ongoing	Action Plan, Accessibility plan and Risk assessments in place.
Community Cohesion	Develop opportunities for community links locally, nationally and internationally.	Displays, books, curriculum evidence, visitors, trips and events.	Headteacher Geography, History and RE lead teachers. Curriculum LGB	On-going termly	Local, national and global learning and citizenship developed. Attitude, knowledge, experience and understanding of other cultures enhanced.
Disadvantaged and SEND	Enhance the wider College provision for students regardless of income including enrichment activities, careers guidance and personal development.	Pupil Premium funding expenditure. Analysis of trips/residential take up and extra-curricular activities. Analysis of destination data and participation in careers.	Headteacher PP Governor Assistant Headteacher – Pupil Premium and Personal Development SENDCO	Termly	Any identified gaps in take up of enrichment activities and extra-curricular activities is narrowed.
Communication	Ensure publications, other information and documents are available in alternative formats. Implement of new communication systems and updated website.	Termly website checks to ensure information is up to date. Attendance of parent and carers at College events.	SLT	Ongoing	Increased numbers of parents and carers attending events, PTCs and Parent Forums. Parent and carers engaging with staff to support their children.

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Premises	<p>Increase site access to meet diverse needs of new students, staff, parents and community users.</p> <p>Ensure appropriate systems for lift accessibility are in place on North site.</p> <p>Ensure that, where possible, students with mobility or accessibility needs have access to suitable classrooms on South site (ground floor/exterior classrooms).</p>	<p>Governors</p> <p>Headteacher</p> <p>Ongoing site visits from County Physical and Sensory Need teams</p>	Site Manager, Headteacher	Ongoing	Physical improvements to the College environment and facilities improve access for disabled students to education, facilities, and associated services. The site also caters for the varying needs of parents/ carers and community users.
Gender	<p>Monitor more closely the gender split for participation in enrichment opportunities. Develop strategies to address issues that the monitoring process may generate. Encourage more students from a range of genders to apply for leadership roles.</p>	Termly data analysis of ECA	Assistant Headteacher – Pupil Premium and Personal Development	Termly	<p>Equal access to trips.</p> <p>Increase the diversity among the student leadership team.</p>
Race	<p>Review and amend the KS3 curriculum, ensuring that it provides a range of positive images that reflect the diverse communities of modern Britain. All subjects to audit their curriculum and set up to three equality and diversity targets based on the Equality Act 2010 and protected characteristics.</p>	Annual review of equality objectives	Assistant Headteacher – Pupil Premium and Personal Development	Annual	<p>More diversity in curriculum areas. Subject areas planning, implementing and reviewing equality targets.</p>
Sexuality	<p>Signposting students to resources in school and outside of school via PSHE lessons and tutor times.</p> <p>Signpost students to the student incident reporting form.</p> <p>Increase use of the Intercom Trust for staff and student training sessions.</p>	<p>Lesson observations</p> <p>CPD evaluation</p> <p>Number of incidents logged</p>	<p>Senior Assistant Headteacher</p> <p>Behaviour</p> <p>Assistant Headteacher – Pupil Premium and Personal Development</p>	Ongoing	<p>Students gaining support from PSAs and pastoral staff.</p> <p>Lower levels of incidents logged over time.</p>