

# St Mary's Catholic Primary School Equality Action Plan

## Three Year Action Plan 2013 - 2016



**Aims:** To comply with the Law and thus help to ensure all we do advances fairness and equality. To put into practice our Catholic Gospel values and teachings.

*" We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and respect and dignity due to a child of God. Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good."*

Objective	Action	By	Resources	Benefit	Time-scale	Monitored
Equality Policy written and adopted	New Link Governor for Equal Opportunities.	TD	Babcock training Gel	Identified Governor for support/info.	Summer 2013	FGB and Head
	New policy written (2010 legislation with guidance from DCC and CES)	TD		Guidance that identifies legal requirements	Summer 2013	
	Adopted 2013	FGB		Policy can now be implemented widely.	Summer 2013	
To develop stakeholder and community awareness.	Publish Action Plans.	Head Chair		Greater understanding of school values/ practices. Statement of what school is seeking to achieve.	Autumn 2013	
To comply with legal requirement	Present annual update of progress of Action Plans and rationale for any amendments.	TD		Encourage ideas/involvement from the wider community into the life of the school.	Autumn 2014	

To ensure Equal Opportunity Policy and principles are identifiable in school policies and written procedures	<p>All written policies, especially at time of review or when being formulated, to be monitored for the inclusion of Equality Opportunities (EO) principles and good practice.</p> <p>Use Workbook ideas to inform judgement on efficacy of policy for promoting EO.</p>	TD Govs Staff	Equality Analysis Workbook DfE	The extensive implications of EO are recognised as being at the heart of decision making and good practice	On-going	TD Head
To develop effective efficient liaison between Link Governors with closely identified areas of responsibility eg SEND, Accessibility PPG Premises.	Information sharing following reviews, school visits, site visits.	TD RB SF MB	Performance data,PPG training, Governor visits	Shared knowledge of Link Governors avoids duplication, gives more effective oversight of the whole and should identify priorities for action and or clarification.	On- going	Chair  Resources and T&L committees
To monitor that Curriculum plans and implementation support and promote Equal Opportunities where relevant and appropriate	Link Governor to familiarise herself with New Curriculum Government directives guidance and requirements.	TD	Gel training  Documents from DfE website	Link Governor's greater knowledge of the taught curriculum to better inform understanding of how EO principles are delivered and any impact	On-going	T&L Committee  FGB