



Equality Strand <small>R= Race, D = Disability, G =Gender, SO = Sexual Orientation, A= Age, R/B = Religion or Belief, CC= Community Cohesion</small>	Focus	Planned Actions	Timescale	Who is responsible?	Monitoring	Progress Review date
All	For the staff and governing board to be representative of the pupil population 'So pupils can see themselves in the adults around them.'	implement targeted recruitment strategies to attract diverse candidates governing board positions. Contact with organisations that support underrepresented groups in education (support from Ealing GB services) Ensure job/governing board postings highlight the school's commitment to diversity and inclusion.	Ongoing	GB	GB to Track and report the demographic composition of staff and governing board annually via Heads data report	
All	All staff are aware of the Single Equality Scheme and of their responsibilities.	Policy shared with all staff to ensure all staff aware of protected characteristics listed in Equality Act 2010 and school Equality Policy and Action Plan Training to take place on induction	On induction	DHT	Head's Report to GB	
R, D, G	Pupil achievement is monitored by race, gender and disability and any trends or patterns in the data that may require additional action to narrow the gap are addressed.	Pupils' outcomes for all pupils are analysed twice a year by class teachers for reading, writing and maths. This will feed into raising achievement plans. Curriculum evaluations, and pupil focus groups to ascertain whether pupils known and remember the must know knowledge Data analysis of achievement – IDSR shared with leaders	Raising achievement meetings, twice a year  See evaluation schedule	AHTs/ DHT/Curriculum leaders	AHT/YLs meet with class teachers – RAP monitored by LT – report to GB P&A committee, twice a year	
D	To Improve the attendance of SEND pupils/reduce level of persistent absenteeism especially where pupils are also eligible for the PP funding.	Promote and celebrate good attendance in the school. Attendance action plan in place for families falling below target percentage. Attendance administrator DHT to monitor and track attendance, supporting vulnerable families as appropriate. Work alongside the LA for fines and fixed	Summer 2025	Class teachers SENDCO Attendance Administrator DHT	P&A committee	

		penalty notices.				
<b>Promoting Positive Attitudes and Meeting Needs – Advance Equality of Opportunity</b>						
<b>D,</b>	<b>To reduce barriers for pupils with special educational needs and/or disabilities are full participates within all aspects of school life.</b>	Continue staff training on neurodiversity. Increase ARP pupils Integration into mainstream for identified pupils by 50% Parent forum meetings to understand barriers Regular meetings for parents of SEND, focused and informal Liaison with PTFA Ensure physical environment is suitable for all SEND pupils, reasonable adjustments Priority for ASC and childcare Disabled pupils to be treated more favourably, for instance within selections for co-curricular activity and given the support to enable them to participate.	Summer 2026	ARP leader, SENDCO Class teachers	Report to P&A committee Parent survey Pupil/parent voice Engagement in co-curricular activities	
<b>D</b>	<b>To support pupils with social communication needs in developing self-regulation skills, reducing the need for high-level interventions.</b>	Introduction of common language Zones of regulation/RULER implemented consistently across school Regulation lessons in the ARP Track recorded behaviour to identify patterns in order to review and change provision as needed	Ongoing	ARP leader HLTA SENCO		
<b>Eliminating Discrimination and Harassment, foster good relationships</b>						
<b>All</b>	<b>To implement Inner curriculum lessons within our Values Based Ethos (VBL), reducing harassment incidents by fostering tolerance and diversity, and helping pupils grow up to be the best they can be.</b>	Staff training to ensure that atmosphere and ethos of VBL permeates across the school, Implementation of 'Inner Curriculum' lessons. Adapted curriculum planning (combine Mindup. Values and No outsiders) Review assembly plan to ensure it is aligned with curriculum Training from Neil Hawkes (2 <sup>nd</sup> year of implementation)	Summer 2026	AHT RSHE leader LT All staff	GB P&A committee – linked Governor	