

# SS Peter and Paul Catholic Primary School Equality Action Plan 2019-2023

Review Date: September 2023



Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time frames?	Early success indicators
All	Publish the Equality Policy through the school website and ensure that the school community is aware.	The whole community is aware of the Equality Policy.	Head teacher and SLT	Ongoing	Staff are familiar with the principles of the Equality Policy and use them when planning lessons and creating displays.
All	Continue to monitor and analyse pupil achievement by race, gender, socio-economic background, birth date and disability, and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender, socio-economic background and disability. Ensuring that difference is monitored through pupil progress meetings.	All staff overseen by the Assessment Co-coordinator	Each year in terms 2, 4 and 6	Data shows that attainment is not linked to any particular group.
All	To raise the attainment and rates and progress of those children entitled to Pupil Premium and those with SEND across the whole school in reading, writing and maths.	Achievement data analysed	Headteacher PP Lead/ SENDCo	Annually	SEND and PP progress is on track or above their peers.
All	To continue to analyse attendance data and improve attendance even further for those with lower attendance and/or patterns of lateness	Through monitoring attendance against attainment	School Administrator Headteacher CC Committee of Governors	Termly	Attendance will improve and lateness decrease

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All	Ensure that the curriculum promotes role models that young people can positively identify with, and which reflect the school's diversity in terms of race, gender, socio-economic background, religion/ belief and disability. Including the purchase and choice of reading materials for class use and the library.	Increase in pupils' participation and achievement levels.  PSHE Pupil Voice.  Pupil Questionnaire	PE lead, PSHE lead  PSHE Lead/ PE lead	Ongoing	Notable increase in participation and confidence of targeted groups in class and after school activities.
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender, socio-economic background, religion/ belief and disability. Also promote school values.	Increase in pupil participation, positive identity monitor through Pupil Questionnaires.	Assistant Head	Ongoing	Diversity reflected in school displays across year groups. Improve quality and quantity of images showing diversity.
All	Ensure all pupils are given opportunities to make a positive contribution to the life of the school, e.g. through school council, Chaplains, class assemblies, Class and School Masses and fundraising etc.	School council representation monitored by race, gender and disability. Children given more involvement in choosing ways they can contribute.	All staff SLT monitor	Ongoing	All children feel they are involved and take an active role in school life

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All	Continue to identify and respond to equality incidents and report in file. Report the details to Bristol City Council. Continue to report data and details to the Governing Body.	Governing body use data to assess school's response to incidents.	Head teacher/ DHs  Governing Body	Ongoing	Staff are aware of equality incidents and know how to report them.
Race / Religion	Ensure that there is a programme of visits and visitors from a variety of religions, faiths and cultures.	Pupils will have the opportunity to discuss their awareness of other religions, faiths and cultures. Pupil questionnaires.	Head teacher SLT	Ongoing	RE plans, visit requests and assembly programme will evidence diversity.
Gender	Update all toilets to be non-gender specific	All toilets on site will be non-gender specific and children will report that they feel more secure using them through pupil feedback to school council	Governors and Headteacher	August 2020	Children are happier with the facilities