

**Broughton Hall Catholic High School**

**Equality Plan, 2020/21**

<b>Equality Strand</b>	<b>Action</b>	<b>Monitoring impact?</b>	<b>Who?</b>	<b>When?</b>	<b>Such that...</b>
All	Statutory  Pupil and Staff Characteristics  Annual Plan  School Policies reviewed	Parental Surveys  Pupil Voice  Monitoring Logs	Head Teacher Governors  Staff	On-going  Annually  In line with policy renewal cycle	Staff, parents and pupils are familiar with the principles underlying the school's Equality Plan.  These principles are embedded in the life and work of the school.
All	Monitor and analyse pupil achievement by race, gender, SEN and disability: acting on trends or patterns in the data that require additional support for pupils.	Groups analysed and compared both in school and against national outcomes.	Head Teacher Governors  Staff	Annually in Sept and at data capture points	Data indicates that gaps are narrowing. Issues are identified and acted on swiftly and decisively.
All	The school's curriculum including PE, Dance and PSHE, promotes positive, diverse role models particularly those which reflect the school's diversity.	School senior and middle leaders review the curriculum.	School leaders Teachers All staff	School monitoring	Equality is reflected in lessons planning, and evidenced via lesson observations, pupil work and display.
All	The school's religious and pastoral life, including School Council, rewards, fund raising, assemblies, Stem, trips and clubs, provide opportunities for all pupils.	Monitoring logs  Assembly themes  Pupil Voice	School leaders  Staff	Annually	Equality is reflected in the wider life of the school.

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Race Equality Duty	Statutory Identify, respond and report racist incidents figures to the Governing body / Local Authority on a termly basis.	Feedback Analysis of school log	Assistant Head Head Teacher Governors	Termly Annually	Race Equality is embedded in the life of the school. Number of incidents decreases over time. Where incidents do arise they are reported and dealt with effectively.
Gender Equality Duty	Statutory Staff training PSHE programme Support systems Incident log	Feedback from staff and pupils School log	Assistant Head Head Teacher Governors	Termly Annually	Gender Equality is embedded in the life and work of the school. Sexual diversity is recognised and respected and appropriate support is in place.
Disability Equality Duty	Statutory Buildings and facilities compliance School policies reflect Staff training PSHE programme Adjustments/support for individual staff, pupils, parents and visitors	Feedback Monitoring and school logs	Assistant Head Senco Head Teacher Governors	Termly Annually	That all have an awareness and understanding of the principles underpinning Disability Equality. All reasonable adjustments are made.

