

Single Equality Action Plan

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
<p>Ensure TAs have access to specific training on religious education.</p> <p>Use staff audit to identify TA training needs and inform Professional Development process.</p> <p>TAs to access information of the religious groups.</p>	SENCo	From Jan 24	By July 2024	Delivery of training	Head teacher Staff Voice	
<p>Ensure all staff are aware of the Single Equality Scheme.</p> <p>Set up system whereby staff receive regular updates of the scheme.</p> <p>Set up system for information to be shared with governors..</p>	SENCo	From May 2023	Ongoing.		Designated Governor and HT Review Systems	

KEY ISSUE

To anticipate the needs of incoming pupils from Afghanistan & Ukraine

Success criteria:

- Raised confidence of staff in strategies for teaching
- All MEA children in school able to fully access the curriculum
- Support package in place for children new to the country and to school

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Ensure all school documentation is accessible to all. Develop guidance for staff on teaching strategies for incoming MEA pupils. Investigate activities for children to undertake to begin to understand significant devastating events in the world	Office Staff SENCo	September 2023	Ongoing		Designated Governor Learning Walks	

<p>Continually review RE Curriculum to ensure coverage includes relevant wide range of beliefs.</p> <p>Gather information on plans for arrivals in Selby.</p> <p>Invite guest speakers to share a range of faiths.</p>	<p>RE Coordinator</p> <p>SENCo</p>	<p>September 2023</p>	<p>By Dec 2023</p>		<p>Designated Governor and HT</p> <p>Book scrutiny</p> <p>Pupil Voice</p>	
<p>Review induction plans to cater specifically for needs of incoming children.</p> <p>Review Personal, Social, Health and Citizenship Education (PSHCE) curriculum and how it addresses equality issues.</p> <p>Include section on planning sheets which highlights how MEA needs will be addressed.</p>	<p>SENCo</p>	<p>September 2023</p>	<p>Ongoing</p>		<p>Designated Governor and HT</p> <p>Planning Scrutiny</p> <p>Learning Walks</p> <p>Pupil Voice</p>	

KEY ISSUE

To encourage girls to consider non-stereotyped career options;

Success criteria:

- All staff confident to explore career options
- Girls talk confidently about career options and show aspirations for their future
- All staff work together to drive children's' aspirations
- Increased confidence particularly of girls

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Develop consistent approach to teaching careers. Devise and consult on guidance for good practice. Organise careers events and guest speakers.	SENCo		By July 2025		Designated Governor and HT Pupil Voice Planning Scrutiny	
Ensure girls participate in non-stereotyped careers events. Survey aspirations before and after. Organise additional activities for girls to further drive their aspirations.	SENCo.		By July 2025		Designated Governor and HT Pupil Voice Planning Scrutiny	

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
<p>Develop links with local companies to improve understanding of careers.</p> <p>Organise opportunities for children to visit work places.</p> <p>Establish link meetings for children to begin to explore future career options.</p>	SENCo	From Sept 2023			<p>Designated Governor and HT</p> <p>Pupil Voice</p>	
<p>Develop bespoke sessions for children to access careers advice.</p> <p>Establish joint opportunities for children and parents to gain careers knowledge together.</p> <p>Set up a series of career based learning sessions within Year 6.</p>	SENCo	From Sept 2023			<p>Designated Governor and HT</p> <p>Parent & Pupil Voice</p>	