

Bishop Perowne C of E College Equality Action Plan

Senior Leadership Team			Equality Strand (Protected Characteristic)							Lead Person(s)	Links school policy or school development/ improvement plan	Outcomes	
Objectives	Actions	Success Criteria	Disability	Gender	Race/ Ethnicity	Religion / Belief	Pregnancy / Maternity	Sexual Orientation	Gender reassignment				
Equality Objective 1: To ensure all students are making consistent progress regardless of gender, ethnicity, special educational needs or disability													
To monitor and analyse student achievement by gender, ethnicity and disability and act on any trends or patterns in the data that indicate that additional support for students is required to promote equality	Ongoing monitoring using data from assessments	From analysis of annual assessment results, data indicates there are no significant differences between key equality groups and the student body as a whole	✓	✓	✓	✓					Headteacher, SENCO	Single Equality Policy	No discernible patterns of under-achievement in key equality groups relative to the student body as a whole
Equality Objective 2: To ensure all students are given the opportunity to make a positive contribution to the life of the College													
To ensure all students are given the opportunity to make a positive contribution to life in school, e.g. through participating in school sports teams, performing arts, charitable initiatives and other school-wide activities	Raising the profile of these activities, encouragement of all students to take part, and ongoing monitoring of participation of students	Increased numbers of students involved	✓	✓	✓	✓	✓	✓	✓	Headteacher, SENCO	Single Equality Policy	Confidence improved, representative participation of all groups in school-wide activities and initiatives	

Equality Objective 3: To challenge and address bullying or harassment motivated because a person possesses one or more Protected Characteristics

<p>To ensure that it is unacceptable in the College to bully or harass persons who possess one or more of the Protected Characteristics</p>	<p>Ongoing monitoring of all relevant incidents, checks to ensure that relevant incidents are correctly logged and followed up, checks to ensure that procedures for corrective action are being followed</p>	<p>A downward trend in these incidents over time</p>	<p>√</p>	<p>√</p>	<p>√</p>	<p>√</p>	<p>√</p>	<p>√</p>	<p>√</p>	<p>√</p>	<p>Headteacher</p>	<p>Single Equality Policy</p>	<p>All students at the College feel safe and respected</p>
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