

Oak Field School Equalities Plan 2018-2020

	Areas of Equality and Diversity	Action	Monitoring	Key Staff	By When	Success Criteria
	All	Review and Update Policy and Plan	SLT and Governors, ensuring practice matches policy	SLT and Governors	October 2020	School Community is adhering to the policy
	All	Publish and promote revised Plan through School website, parent newsletter and staff email	Feedback from Governors , staff, parents and pupils	SLT and Governors	October 2018	All stakeholders aware of the policy and plan
	All	Monitor and analyse pupil progress by race, gender, SEN etc. and act upon any trends which indicate the need for interventions	Data Analysis and feedback from staff	SLT, Governors and school staff	June 2019 June 2019	Identified trends reported and acted upon.
	All	Monitor and Analyse pupil engagement in activities such as after school clubs, residential visits etc. Act upon any trends	Analysis of data. Feedback from families, staff and pupils	SLT, Governors School Staff Families	June 2019 and on-going	Identified trends reported and acted upon
	All	Develop the Curriculum to promote diversity	Whole school review process	SLT and School Staff	On-going	Diversity embedded within all curricular areas with clear evidence

	All	To enhance and celebrate the range of cultural events throughout the year, supporting pupils' learning and greater cultural understanding	School Assemblies. Planning. Photographic and video evidence. Greater use of alternative communication in evidence. External Visits, Visits to school reflecting the diversity of community.	All staff	On-going	Pupils' engagement is enhanced and broadened, with greater degree or awareness.
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