

## Single Equality Scheme Action Plan Objectives 2020-2021 (Part 3)

Approved by: N/A

Date: November 2020

Review Date: Annually

Owner: Headteacher

R = Religion, D = Disability, G = Gender, SO = Sexual Orientation, A = Age, RB = Religion/Belief, SE = Socio-Economic

Equality Duty	Protected Characteristic/ Equality Group	Aim	Objective	Target Group (s): e.g. whole school, girls, boys, SEN, staff etc.	Action	Who is responsible	Dates from and to:	Indicator of Achievement/ Success Criteria
All aims of duty	All	To ensure that current access to parts of the school site are maintained through appropriate maintenance and replacement of lift equipment.	All parents and students are able to continue to access areas of school as they are now.	Parents and Students	Explore capital costs and replacement of equipment that is failing.	CJM	Summer 2021	Access from current levels is not reduced.
All aims of duty	All	To ensure that the procedures for the recruitment and selection of staff are transparent, fair and inclusive.	Recruitment and selection processes are transparent, fair and inclusive so that the workforce becomes as diverse as it can be.	All staff	Ensure all adverts are accessible. Ensure that in all interviews at least one Safer Recruitment trained person is present. Monitor the Data on staff diversity periodically.	CJM	Sept 20 – July 21	Staff diversity reflects the student and parent body.
All aims of duty	All	CPD – to ensure the equality of training of staff	All staff are supported with training and development opportunities to enable them to achieve their appraisal objectives and support the school's values.	All staff	Review CPD and JPD to ensure equality of opportunity. Match CPD needs to Appraisal statements where possible and reasonable.	CAB/EM	Sept 20 – July 21	CPD is well valued by staff at all levels.

Date Action Agreed: **November 2020**

Date Agreed for Review: **November 2021**