

Heathfield Primary and Nursery School
Public Sector Equality Duty Action Plan 2016/17

Eliminate unlawful discrimination

Objective	Success Criteria	Timescale
Swiftly close the gap between any identified vulnerable groups as a result of in depth data analysis	Identified vulnerable groups of pupils perform as well as or better than their non-vulnerable counter parts	Ongoing 2016/17
Identified boys within the EYFS are positively targeted through innovative and engaging provision	Rapid progress is made from their relative starting points and the achievement gap is narrowed ref outcomes of boys/girls end of foundation stage	End of Summer 2017

Advance equality of opportunity

Objective	Success Criteria	Timescale
To continue to audit the religious and ethnic diversity of employed staff within school and use this information to influence recruitment procedures as and when appropriate as the school continues to expand over two campuses.	The Senior Leadership Team and Governing Body are more aware of the ethnic, cultural and religious diversity of paid employees within school. The paid employees at school are more representative of the ethnic and cultural diversity of the school with particular reference to the varied catchments of both campuses	Ongoing
To continue to seek out innovative ways to engage with hard to reach parents, particular those from minority ethnic backgrounds and for whom English is an additional language	Parents from minority ethnic backgrounds and those with EAL feel confident to engage with school and support their children	Ongoing
To audit the religious and ethnic diversity of the Governing Body and actively seek further members when vacancies arise that are representative of MEG within school and represent families from the Kersall Drive campus	The Governing body is more representative of the ethnic and cultural diversity of the school across both campuses	Ongoing

Foster good relations

Objective	Success Criteria	Timescale
Seek out ways to engage the parents/carers at the Kersall Drive campus to promote harmonious relationships and eliminate unlawful discrimination in order to reduce the number of parental disputes on school grounds	Parental disputes are significantly reduced with reference to the Kersall Drive campus	Ongoing
To raise the profile of SMSC principles and promote British Values throughout school	Religious education within school is more reflective of the religious diversity within the catchment, with particular reference to faith celebrations Spiritual leaders within the community are a more frequent feature of whole school assemblies	End of Summer 2017