



Hillside Junior School

Equality Action Plan 2021 - 2024

Objectives	Current situation	Pupils affected	Actions
We will admit pupils in a fair and transparent manner and not discriminate against any pupil.	We follow local authority guidelines. School publishes an admissions policy annually.	All	School Admissions Code 2021 available to office staff Front office staff understand equality duties Admissions policy is reviewed annually
Ensure exclusions are always a last resort and only occur when all action detailed in the Good Behaviour policy has been implemented.	Behaviour concerns recorded and analysed. Early indicators of difficulty meeting behaviour expectations are addressed. Parents are involved at the earliest opportunity. Behaviour plans are implemented recognising that behaviour is a means of communication. External agencies are involved when appropriate. Return to school meeting with parents, flexible integration arrangements and behaviour plan agreed.	All	Ensure relevant staff are aware of exclusion procedures including School Suspensions and Permanent Exclusions (updated June 2021) Adopt best practice from advice on children with Social, Emotional and Mental Health Difficulties Ensure referrals for appropriate intervention made at earliest opportunity Review behaviour policy annually
To provide acts of worship which comply with equality legislation and increase understanding between religious groups.	Acts of worship are of a broadly Christian nature which means that we are not acting unlawfully if we do not provide an equivalent act of worship for other faiths. Regular visits to a range of places of worship and visitors representing different faiths.	All	Keep RE content under review and integrate religious and cultural understanding across the curriculum. Ensure compliant with Local Authority current curriculum guidance Challenge views that are extreme or would be contrary to the Prevent Duty and ensure staff are suitably informed about their responsibilities.

To ensure uniform recommendations are sensitive to cultural customs and gender identity	Uniform is encouraged - a personalised approach can be taken where necessary	All	Ensure that pupils who are transgender or wish to adopt a gender identity that is different from their gender determined at birth are able to dress in the uniform items that make them the most comfortable.
To eradicate bullying of any pupil for any reason including those protected characteristics within the Equality Act.	Definition of bullying available for parents to see and bullying form completed with parents. Bullying incidents are recorded and reported to Local Authority and school governors. Use of circle time, assemblies, playground buddies and quality content in PSHE curriculum	All	Review of bullying policy and updating of procedures where necessary. Ensure that children who have been bullied and who are perpetrators both receive intervention. Where bullying is symptomatic of a deeper issue, the issue is explored and appropriate referrals are made. Bullying pupil survey (2021-22)
To monitor that there are no practices which could result in unfair, less favourable treatment of boys or girls or other protected characteristics - through provision and outcomes – data analysis.	We monitor progress of different groups of children including those with protected characteristics. Discussed at pupil progress meetings and interventions are implemented for individuals and specific groups.	All	Ensure all staff are aware of the legitimacy of positive action for children with protected characteristics and single sex setting. Create a culture of 'no excuses' when looking at equal access to provision and expectations for all groups of pupils.
To record and monitor data related to protected characteristics and share information only for the good of the child or young person	We gather information re PC and enter onto SIMS system (in line with GDPR)	All	Use the information to inform strategic planning, provision and access. Complete a reflection report if there are breaches to the duties under the Equality Act
Identify any barriers that prevent participation in after school activities.	To date all children have been included by providing the necessary support. Accessibility plan is current and reviewed	All	Signpost parents to alternative provision if necessary. Ensure that all reasonable adjustments are made to allow participation
To ensure that all staff are aware of their responsibilities in following the agreed guidelines	Staff have awareness however training needs are ongoing	All staff	Resend the policy and action plan to all staff each September and publish on website.