



Windmill Hill Academy

Equality Action Plan

2019-2021

The action plan links to the following articles from the United Nations Convention on the Rights of the Child:

Article 2 (non-discrimination) The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

Article 14 (freedom of thought, belief and religion) Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights. Governments must respect the rights and responsibilities of parents to guide their child as they grow up.

Article 23 (children with a disability) A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community. Governments must do all they can to support disabled children and their families.

Article 30 (children from minority or indigenous groups) Every child has the right to learn and use the language, customs and religion of their family, whether or not these are shared by the majority of the people in the country where they live.

Equalities	Priority	Actions	Lead	Timescale	Expected Outcomes
Race, Gender and Disability	All pupils to meet at least ARE regardless of race, gender or disability	Continue to monitor and analyse pupil achievement by race, gender and disability and act on any trends	SLT All Staff	On-Going Review termly	Data shows that the gap in achievements is narrowing for all groups

		or patterns in the data			
Religious Beliefs	Induction procedures to include raising awareness of sensitivity towards diverse religious beliefs	<p>Ensure that the school promotes role models that children can positively identify with reflecting diversity and a range of religious beliefs</p> <p>Continue to promote tolerance of pupils through Rights Respecting Schools agenda</p>	<p>RE leader</p> <p>All Staff</p>	On-going	<p>Evidence of increased engagement and confidence of pupils from all groups.</p> <p>Improvement in achievement for EAL , pupils with a range of religious beliefs and PPG children.</p>
Race, Gender, Disability and Religious Beliefs	<p>All pupils to be represented in all school committees, groups and activities</p> <p>Children and parents for whom English is an additional language can access</p>	<p>Ensure all pupils are given the opportunity to contribute to the life of the school through school parliament, RRSA steering group committees, prefects, assemblies and fund raising.</p> <p>Provide information in an accessible format. Use Translator on Dojo.</p>	<p>SMSC lead</p> <p>All staff</p>	On-going	<p>More diverse groups represented on the school parliament and other roles</p> <p>Parents understand school information and the gap is narrowed for children in these equality</p>

	school information and the curriculum	Signpost parents to translators			groups as quickly as possible.
Age	Ensure staff profile represents all ages	Follow employment guidelines	SLT	On-going	Employment law adhered to
Community Cohesion	Achieve a greater awareness of national identity. Ensure Global community awareness is reflective of all races	Review curriculum to ensure national community identity is a priority. Ensure the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability. Ensure displays promote diversity.	RRSA lead All staff	July 2020	Global Learning taking place in all classes Global community awareness embedded in the Curriculum. Diversity reflected in school displays.
Sexual Orientation Marriage and civil partnership	Ensure that SRE recognises diverse family structures	Ensure diverse family structures are celebrated by all staff	SMSC lead All staff	SMSC scheme of learning to be reviewed by July 2020	Pupils recognise that families include a range of gender and sexual orientations. Include marriage and civil partnership – age appropriate.