

## Action for Development and Improvement of the Promotion of Diversity, Equality and Community Cohesion (Consultation Draft)

Target	Action to be taken	Success Criteria	Responsibility	Timescale	Resources	Evidence
Pupils are challenged to consider issues of prejudice e.g. in the areas of racism, gender, disability and sexual orientation and bias and negative stereotypes of all kinds.	Staff alert to opportunities to address this in all subject areas of curriculum. Assemblies used to address these issues. SEAL material used to promote greater awareness in pupils.	Pupils can recognize incidents of prejudice and negative stereotyping.	All staff	2007 fwd.	SEAL materials available to all staff.	Monitoring conversation with pupils conducted by Headteacher.
Teaching takes account of pupil's individual identities , cultural and religious backgrounds, linguistic needs and varying learning styles	Pupils learning styles to be catered for in provision of learning experience.	Pupils needs identified and curriculum presented in suitable style	All staff	2007	VAK suggestions in Literacy and Numeracy Strategies.	Monitoring conversation with pupils conducted by Headteacher. Children aware of their learning style and feel that work is presented appropriately. Material provided
We ensure that information and material for parents and careers is accessible in user-friendly language and if needed in languages and formats other than English.	Parents consulted at commencement of each new year regarding their requirements. New parents asked as part of initial interview with Headteacher. Extended Service Provision by Cluster co-ordinator	All parents/carers have access to school information and material.	Head governors	2008	Access to LEA translation services	Premises used during out of school hours by school and wider community
We ensure that premises and facilities are fully accessible to and used by a wide range of local groups communities and family services		School premises is used by school and community groups.	Head Extended Services Co.	2008	Extended Services Grant Office accommodation Communication equipment	

We provide training, guidance and support for staff to ensure that all can deal firmly and effectively with diversity related incidents and bullying	Whole staff training. Staff with specific responsibility training.	Staff confident in dealing with situation which might arise.	Head	2009 and as opportunity arises	Staff Meeting time Trainer	Training has taken place and staff using strategies.
We monitor composition of staff by ethnicity, gender, disability, religion or faith, sexual orientation and by seniority or grade. We monitor application for employment, training and promotion	Record to be kept of relevant information.	Equal opportunities always a consideration in selection, appointments, training and appointments	Head Governors	2008		Equal opportunities automatically a considered factor in selection and appointments.
We monitor pupil attendance by ethnicity, gender and disability and by family and community background.	Record to be kept of relevant information and reported to governors in headteacher's termly report.	School aware of issues regarding attendance	Head Governors	2008		Attendance issues routinely considered in context of Equal Opportunities.