

Helston Community College

Equality Policy - Action Plan

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Publish and promote the Equality Plan through the school website, newsletter and staff meetings.	Add in a question about parent / carer awareness of the Equality Policy and Plan in annual survey.	Headteacher	After Equality Plan is agreed	Staff are familiar with the principles of the Equality Policy and Plan and use them when planning lessons and assemblies. Parents are aware of the Equality Policy and Plan
All	Monitor and analyse student achievement and student welfare by SEND (inc EAL), Disadvantaged, gender, Young carers and prior attainment. Act on any trends or patterns in the data that require additional support for pupils.	Achievement, welfare, behaviour and attendance data analysed. Termly monitoring through faculty link meetings, SLT meetings and reports to LMC. LMC safeguarding and PP link meets termly with relevant senior leader.	Headteacher LMC SENCO SLT Subject Leaders	Termly in Headteacher's report to LMC. Data and tracking. Termly Student Progress Meetings.	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups. Support is in place termly for groups or individuals

Helston Community College

Equality Policy - Action Plan

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Ensure that the curriculum positively promotes diverse role models and heroes. Ensure that displays in classrooms and corridors promote diversity. Ensure assemblies promote equality and include positive content and images, which celebrate diversity. Encourage children's voices and contribution to reflections on diversity. British Values are explored through the curriculum.	Increase in students' participation, confidence and achievement levels.	Assistant Headteacher i/c inclusion Deputy Headteacher And Headteacher (Personal Development) PSHE Lead	Ongoing	Increase in participation and confidence of targeted groups, diversity reflected in displays around College, appreciation of diversity reflected in behaviour in all members of the College community
All	Investigate Accessibility Plan and ensure that building is in line with agreements and expectations of Equality Act. Risk Assessments and development of shared areas to ensure they are accessible and safe.	Observations. SENCO and other staff discussions. LMC H&S monitoring visit. Health and Safety meetings	Headteacher and LMC SENCO Trust H&S Lead	Review Accessibility Plan annually Risk assessments ongoing	Action Plan, Accessibility plan and Risk assessments in place.

Helston Community College

Equality Policy - Action Plan

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
Community Cohesion	Develop opportunities for community links locally, nationally and internationally.	Displays, books, curriculum evidence, visitors, trips and events.	Headteacher and SLT Subject Leaders, especially those in Humanities LMC	On-going termly	Local, national and global learning and citizenship developed. Attitude, knowledge, experience and understanding of other cultures enhanced.
Disadvantaged and SEND	Enhance the wider College provision for students regardless of income including enrichment activities, careers guidance and personal development.	Pupil Premium Strategic Plan Analysis of participation on trips and extra-curricular activities. Analysis of destination data and participation in careers programme.	Headteacher LMC PP Link Assistant Headteacher – Pupil Premium SENCO	Termly	Any identified gaps in take up of enrichment activities and extra-curricular activities is narrowed.
Communication	Ensure publications, other information and documents are available in alternative formats. Target less engaged parents to ensure the method of communication is working for them.	Termly website checks to ensure information is up to date. Attendance of parent and carers at College events.	SLT Pastoral teams	Ongoing	Increased numbers of parents and carers attending events, PTCs and Parent Information Evenings. Parent and carers engaging with staff to support their children.

Helston Community College

Equality Policy - Action Plan

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
Premises	Increase site access to meet diverse needs of new students, staff, parents and community users. Ensure appropriate systems for lift accessibility are in place on North site. Ensure that, where possible, students with mobility or accessibility needs have access to suitable classrooms on South site (ground floor/exterior classrooms).	Headteacher Site visits from County Physical and Sensory Need teams as appropriate. Trust H&S Lead	Site Manager, Headteacher	Ongoing	Physical improvements to the College environment and facilities improve access for disabled students to education, facilities, and associated services. The site also caters for the varying needs of parents/ carers and community users.
Gender	Highlight gender identity and discrimination through PSHSE and tutor time programmes Monitor more closely the gender split for participation in enrichment opportunities including representing the school and being a student leader. Develop strategies to address issues that the monitoring process may generate.	Termly data analysis of enrichment opportunities	Headteacher and Deputy Headteacher - Pupil Premium and Personal Development	Termly	Equal access to trips/clubs and other wider opportunities. Increased diversity among the student leadership team.

Helston Community College

Equality Policy - Action Plan

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
Race	Ensure that the Connect curriculum provides a range of positive images that reflect the diverse communities of modern Britain. Audit the curriculum for provision of SMSC/citizenship education. Explore the possibility to work with CAST & Kowetha on staff training in relation to anti-racism in Cornwall. Signposting from DDSL for support as needed	Review of SMSC/citizenship audit. Quality assurance of curriculum via Trust Expert Groups. Student feedback	Assistant Headteacher – Pupil Premium and Personal Development	Annual audit. Ongoing for QA and signposting	Diversity and representation in curriculum areas is evident. Students' awareness and sense of belonging are strong.
Sexuality	Signposting students to resources in school and outside of school via PSHE lessons and tutor times. Signpost students to the student incident reporting form. Increase use of the Intercom Trust for staff and student training sessions.	Lesson observations Number of incidents logged Student feedback	Assistant Headteacher - Inclusion Headteacher and Deputy Headteacher – Pupil Premium and Personal Development	Ongoing	Students gaining support from pastoral staff. Lower levels of incidents logged over time.