

## Helston Community College - Action Plan

### Single Equality Return: Actions identified through undertaking this year's equality self-evaluation

Protected Characteristic	Issue Identified	Action to be taken	Responsible Person	Completion date
Disability	Access for wheelchair users around the College site.	Accessibility routes to be mapped. Routeways to be improved if possible following the mapping process.	Estates manager and site supervisor	October 2021
Gender	Potentially boys are accessing fewer enrichment opportunities than girls are.	Monitor more closely the gender split for trips and visits, and other enrichment opportunities. Develop strategies to address issues that the monitoring process may generate.	Trips and visits co-ordinator Directors of Key Stage  SLT	March 2022  September 2022
Gender	Our student focus group has suggested that they would like more opportunity to participate in mixed-gender sports activities.	Approach PE department to identify opportunities for the year ahead, e.g. mixed relays on Sports day. Several activities take place during the year.	AOt and KTI	October 2021  July 2022
Race- This includes ethnic or national origins, colour or nationality	Black History month highlighted the need to enrich our curriculum with positive examples from the BAME community.	Review and amend the KS3 curriculum, ensuring that it provides a range of positive images that reflect the diverse communities of modern Britain.	PMa and HoFs	December 2021
Religion or belief, this includes non-religious beliefs	We need to review and strengthen our RE curriculum.	New curriculum to be devised, taking into account national and local guidance, especially the new agreed syllabus for 2020.	Head of RE and Humanities HoF	September 2021
Disability and SEN	New statutory careers guidance	Monitor and ensure that students with these characteristics have full access to our careers guidance programme	Careers guidance co-ordinator	Ongoing
Disability and SEN	For publications and other information, we need to increase the availability of documents in alternative formats.	Ensure that student, parent and community information is published in an appropriate range of formats, thereby improving communication between the College and its stakeholders.	SLT	Ongoing
All	The need for more overt promotion of equality and diversity images across the site and in publications.	Create diversity displays in the College which represent people with protected characteristics as positive role models.	SLT, JNe, HCa and Directors of Key Stage	Ongoing
All	More precise recording needed for bullying incidents.	Set up the lookups in SIMS for better recording of bullying incidents related to protected characteristics.	NDA	September 2021