

The Forge Equalities Action Plan 2021-2024

Objective	Action(s)	Who is responsible for the action(s)?	Deadline for action(s)	Cost(£)	Success Criteria	Who is responsible for measuring the success?	Deadline for evaluation
Ensure effective systems to communicate the school's equality duties are embedded.	The updated equalities plan and equalities policy are placed onto the website, and are accessible to staff, pupils and parents.	All	October 2021	Nil	All actions completed.	DS	October 2021
To ensure that all pupils make at least good progress including vulnerable groups and individuals.	Data reports and SLT meetings will include the progress and achievement of vulnerable groups, and in particular vulnerable individuals, with interventions targeted to raise their attendance and achievement.	SWI, DS, CN, MS	Termly	Nil	No significant gaps between the progress of the most vulnerable pupils and their peers in school.	CN, DS	Termly

LEAD: DS

DATE: 05.10.21

FOCUS: Safeguarding Lead

REVIEW DATE: July 2024

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To develop a wide-range of opportunities within the school's curriculum to address equalities issues.	A broad and balanced curriculum, including differentiated pathways at KS3 and KS4, will allow all pupils to access an appropriate curriculum and receive support where required.	SWI, DS, Subject Leads	Annually	Nil	No significant gaps between the progress of the most vulnerable pupils and their peers in school.	SLT	Annually - Sept
	The school's personal development programme will allow opportunities for pupils to discuss equalities issues.	DS, EL	Annually	Nil	Reviews of provision and pupil surveys show that pupils are aware of equalities issues.	CN, MS	Annually - July

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To ensure that pupils views are fully represented.	<p>Ensure all pupils are given opportunities to apply for positions on the pupil council and pupil leadership team, and encouraged to do so.</p> <p>Ensure all pupils are able to access pupil voice activities.</p>	Family Group Leads and Pastoral Team	Ongoing	Nil	All vulnerable pupil groups are represented on the pupil council	Family Group, MS, CN	At the point that pupils apply for positions, and at each opportunity for pupil voice.
To ensure the school environment promotes diversity.	<p>Posters around the school site promote diversity and inclusion</p> <p>Appropriate steps taken to ensure that pupils, parents and visitors with disabilities are able to access the school site.</p>	<p>All</p> <p>SWI</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>TBC</p> <p>TBC</p>	<p>Actions completed.</p> <p>All pupils, parents and visitors are able to access as much of the school site as possible</p>	SWI	Annually - July

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To ensure that all pupils are encouraged to make a positive contribution to the life of the school	Teach pupils about difference and diversity and the impact of stereotyping, prejudice and discrimination throughout the curriculum but primarily in PSHE and the family group programme.	EL, Family Group Leads, Pastoral Team	Ongoing	Nil	The majority of staff and pupils promote and demonstrate whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.	SLT	Termly
	We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of our pupils.	DS and Subject Leads	Ongoing	Nil	The majority of lessons include activities that promote SMSC for pupils.	SLT through lesson visits, work scrutiny	Termly
	All groups of pupils are encouraged to participate in school life and make a positive contribution, e.g. through DoE, the school council, and fundraising activities	BA, Pastoral Team	Ongoing	Nil	All pupils participate in some form of activity/activities which make a positive contribution to school life.		Termly

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<p>To ensure we respond promptly and appropriately to all incidents of racist behaviour, sexual harassment and any other form of discrimination victimisation and harassment.</p>	<p>Procedures in place to deal with any such actions, with a bullying log to record them. The bullying log to be reviewed regularly to pick up on any patterns in incidents or repeat offenders.</p>	<p>All</p>		<p>Nil</p>	<p>Bullying log, pupil voice, staff voice and parent view show that incidents are dealt with appropriately and promptly</p>	<p>DS</p>	<p>Termly</p>
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To ensure all children can take part in all aspects of the curriculum, including educational visits and journeys; lunchtime activities; DoE. Being mindful of pupil needs and access issues and pupils attending reflect the diversity of the school population in terms of race, gender, disability and socio-economic status.	In Family Group time celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Black History Month, International Women's Day, Eid, and Christmas.	Family Group Leads	Annually	Nil	Regular opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures is provided.	SWI, DS	Annually - June.
	Ensure that the Family Group programme promotes role models that young people positively identify with and which reflects diversity in terms of race, gender and disability.	EL, family group leads	Annually	Nil	All staff promote positive images which reflect the diversity of the school and community in terms of race, gender and disability, for example in assemblies, books, publications and learning materials and in classroom/corridor display.	SWI, DS	Annually - June
	Ensure that Educational Visits and extra- curricular activities including DofE, are offered to pupils with SEND and that they are encouraged to take part, with appropriate support where required.	All	Ongoing	PP funding	No pupil is discouraged or unable to take part in activities, as evidence through participation rates and pupil voice.	SWI, DS	Annually - June
	Provide trips and experiences for pupils	All	Ongoing	PP funding	No pupil is discouraged or unable to take part in activities, as evidence through participation rates and pupil voice.	All	Annually - June

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