



Equality Action Plan 2017-2019

Our Equality Objective is:

- To acknowledge, understand and celebrate the cultural diversity of Aboyne Lodge

Action	Tasks	Who	When	Impact
Monitor and analyse pupil achievement by race, gender and disability and act upon any trends or patterns in the data	Data discussed in pupil progress meetings and actions set as a result of this, to then be discussed next time Subject leaders to monitor gaps in data and then address these in their action plans Circulate up to date ethnicity registers to staff	SLT, subject leaders, class teachers	Termly	The gap is narrowing for equality groups
Ensure that 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	Review of the curriculum to re-establish schools 'drivers' taking into account the school's cultural diversity Staff meeting on cultural diversity in the curriculum Celebrate diversity through black history month Curriculum enriched by events like international language day Link to Growth Mind set, PSHE, RE	SLT, RE and PSHE leaders, All staff	Spring, Summer 18	The curriculum celebrates the cultural diversity of the school and the engagement and confidence, participation and resilience of children across all groups is high
Ensure that displays in classrooms and corridors	Learning walk to identify current practice then develop this further	SLT, BME lead, All staff	ongoing	Increased evidence of our school's diversity being

<p>promote diversity in terms of race, gender and ethnicity</p>	<p>Staff meeting to share ideas Sharing of resources and good practice Reflect the cultural diversity of each year through classroom displays</p>			<p>celebrated through the environment Participation, confidence and resilience of children across all groups is high</p>
<p>Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Eid, Diwali</p>	<p>Implement new RE curriculum Be aware of the cultural diversity of each class and respond to individuals' circumstances and backgrounds Celebrate cultural events through assemblies Celebrate international language day</p>	<p>RE coordinator BME lead All staff</p>	<p>On going</p>	<p>Increased awareness of different cultural events shown through RE and PSHE discussions/assessments</p>