



Single Equality 2023-2026



Appendix A

Single Equality Action Plan

The school's single equality action plan is a three year strategy (which will be updated annually). The scheme shows how our school will promote equality and remove discrimination in all areas of school life and is an appendix to the Plan for School Improvement.

1. ACTIONS IN PROGRESS	Start Date	Led by	Review Date
Action			
a) In line with the school's commitment to promoting equality, DoLs continuously review schemes of learning and staff curriculum training to ensure the curriculum reflects diversity and equality, whilst also representing the students at Sandringham. This commitment is reflected through the school's Personal Development Curriculum which is designed to ensure all students develop their knowledge and understand their role in challenging prejudice, stereotyping and intolerance on the grounds of disability, gender, race age, religion or belief or sexual orientation or other form of diversity.	June 2023	KMO	May 2024
b) Continue to use the Pupil Premium & 16-19 Bursary funding to support disadvantaged student groups with access to additional educational resources e.g. Tablets, 1-2-1 tutoring, peer mentoring and extra-curricular opportunities. Identify and share students' barriers to learning with teaching staff, increasing knowledge of students. . Monitor the impact through key academic performance indicators.	June 2023	ANC	Ongoing
c) Develop CPD opportunities for all staff to further improve subject knowledge on issues of DEI, thus strengthening their ability to educate and tackle incidents of discrimination. An ongoing program of shared resources for DEI champions and all staff is to be created and frequently shared.	Sept 2023	ATP	March 2024
d) Enhance reporting on staffing in terms of equality indicators for the Human resources Committee	May 2023	LAD	May 2024
e) Increase diversity of staff at all levels, (including governance) through active recruitment; making improvements to the school website and publications; and implementing coaching for aspiring leaders from minority groups.	Sept 2023	ATP	Sept 2024