



*That they may have life; life in all its fullness - John 10:10*

# Hordle CE (VA) Primary School and Nursery

## Racial Equality Action Plan (February 2019)

Core Duty	Possible Actions	Outcomes	Who?	When?
Assess the impact of policies	Governors to continue to receive reports from the headteacher on aspects relating to policies on race e.g. racial harassment incidents, to include both staff and students.	Governors will be informed of the success of the policies in place.	Headteacher	Ongoing
Monitor policies for adverse impact on racial equality by gathering and using information on the admission and progress of students	Governors to continue to receive reports from the headteacher about the admission and progress of pupils from ethnic minority groups.	Governors are well informed about the progress of pupils from minority groups.	Headteacher	Ongoing
Monitor policies for adverse impact on racial equality by gathering and using information on the recruitment career progress of staff	The Pay and Performance committee will receive reports on the recruitment and career progression of staff from minority groups	Governors are well informed about the equality of staff recruitment and career opportunities for staff from minority groups.	Headteacher	Ongoing
Publish annually the results of monitoring data and actions taken towards achievement of the overall objectives and priorities	Governors to report to parents the outcomes of monitoring related to racial equality.	Parents and the local community will be informed of the efforts of the Gb to promote equality and diversity and will be aware of the actions in place.	Governors	Annual
To ensure that the children encounter a range of positive images of people from other cultures and faiths	Governors to monitor the following areas: <ul style="list-style-type: none"> <li>Worship</li> </ul>	Pupils will hold positive views about people from other race and religion.	Governors	Biannually



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	<ul style="list-style-type: none"> <li>• Display</li> <li>• PSHE lesson</li> <li>• RE</li> <li>• Library books</li> <li>• Pupil interviews about</li> </ul>			
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	DATE	Ethos	Equality	Practice	Guidance
This policy was reviewed and screened by the Governing Body	2023	•	•	•	•
Next scheduled review:	2024	•	•	•	•