



## Equality and Diversity Action Plan

### **Everyone Matters**

We expect our community to be polite and respectful

### **Everyone Helps**

We expect our community to make sensible choices

### **Everyone Succeeds**

We expect our community to work hard

<b>Guidance Owner</b>	Vice Principal
<b>Scope of the Policy</b>	Rainford High
<b>Written/last reviewed</b>	<b>February 2022</b>
<b>Next review due</b>	<b>February 2023</b>
<b>Summary of key changes</b>	<b>Updated</b>

## Rainford High School

### Equality and Diversity Action Plan

Priorities and Actions for September 2021 to September 2022:

Priority	Action	Lead	Timescale
1. Review Equality Policy	Review current policy and redraft to ensure it meets requirements of current legislation.	Vice Principal and Principal	New policy in place in September 2021 and to be review in Spring
2. Raise awareness and understanding of the Equality Policy, and the Equality Act, and how it impacts on school life.	1. Assemblies for all students, Y7 – Y9 to raise awareness of the Equality Act and Policy.	Personal Development/LA Equality Lead	December 2021
	2. Training for School Council members and Anti-bullying ambassadors to become Everyone Matters Leaders in School.	Personal Development /LA Equality Lead	March – May 2022
	3. Support work with victims and perpetrators of hate incidents and racist incidents.	Personal Development /LA Equality Lead	April to July 2022 (Ongoing as required).
3. Improving LGBTQ+ provision at Rainford	1. Review the current Transgender Policy and develop a LGBTQ+ Policy.	Personal Development /Trustees	June 2022.
	2. Publish and implement policy.	Personal Development /LGBTQ champion	April – May 2022
	3. Review impact and amend policy/actions as necessary.	Personal Development /LGBTQ champion	July/Sept 2022
	4. Plan staff and student training on LGBTQ+		February 2022

Develop working parties and focus groups within school leadership on the protected characteristics within our community to support school improvement	<ol style="list-style-type: none"><li>1. Develop panel of students to represent key groups of students</li><li>2. Develop student leadership and student voices processes to provide everyone with a method of speaking out</li><li>3. Involving external speakers to carry out student voice</li><li>4. Develop awareness assemblies on SEND</li><li>5. Development a equality and diversity conference</li></ol>	Vice Principal, Student Leadership Lead and Personal Development Lead  SENDCo and Assistant SENDCo  School Senior Leadership Team	January to June 2022      July 2022