



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

Responsible for policy	Vice Principal
Scope of the Policy	Rainford High
Written/last reviewed	February 2023
Next review due	February 2024
Summary of key changes	Updated

Rainford High School

Equality and Diversity Action Plan

Priorities and Actions for December 2022 to January 2024

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 2022
	2. Training of the school prefects.	Personal Development /LA Equality Lead	March – May 2023
	3. Support work with victims and perpetrators of hate incidents and racist incidents.	Personal Development /LA Equality Lead	April to July 2023 (Ongoing as required).
3. Improving LGBTQ+ provision at Rainford	1. Review the current Transgender Policy and develop a LGBTQ+ Policy.	Personal Development /Trustees	February 2023
	2. Publish and implement policy.	Personal Development /LGBTQ champion	April – May 2023
	3. Review impact and amend policy/actions as necessary.	Personal Development /LGBTQ champion	July/Sept 2023
	4. Plan staff and student training on LGBTQ+		May 2023

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"> 1. Develop panel of students to represent key groups of students for religion and gender to follow on from our LGBTQIA+ and Race groups. 2. Develop student leadership and student voices processes to provide everyone with a method of speaking out 3. Involving external speakers to carry out student voice 4. Develop awareness assemblies on SEND 5. Development a equality and diversity conference 	Vice Principal, Student Leadership Lead and Personal Development Lead	January to June 2023
		SENDCo and Assistant SENDCo School Senior Leadership Team	July 2023