



BLESSED THOMAS HOLFORD
CATHOLIC COLLEGE
Inspiring People – Changing Lives

Equality Action Plan

December 2021

Review December 2025

(Draft)

Action Plan

Equality Strand	Action	Success criteria	By whom	Time	Achieved/Success
All	To publish and promote the equality plan to all stakeholders.	All stakeholders to have access to published equality plan. Stakeholders to have opportunities to assess the impact of the plan, influencing the evaluation process and future target setting.	Head Teacher to organise and delegate.	Published in December 2021 Annual review by governors.	
All	To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in data that require additional support.	Pupil achievement for equality groups above national average, and where there are gaps these are narrowed through effective monitoring and intervention.	SLT Governing body	Termly	
All	To ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability.	More diversity reflected in school displays and materials for lessons across all year groups	SLT School staff	Ongoing	
All	To ensure all pupils are given the opportunity to make a positive contribution to the life of the school.	All school events have pupils from all groups participating, with monitoring of groups where there is less take up.	SLT School staff	Ongoing	

Equality Strand	Action	Success criteria	By whom	Time	Achieved/Success
Race Equality Duty	<p>To identify, respond and report racist incidents as outlined.</p> <p>To report the figures to the Governing body on a termly basis.</p>	<p>Staff, parents and pupils are happy with the effectiveness of response given by Teaching staff /SLT.</p> <p>Staff followed guidance consistently and effectively as outlined above.</p> <p>Governors are informed regularly of any recorded incidents regarding the equality groups. Nil reporting is consistently challenged.</p>	<p>Head Teacher</p> <p>School staff (monitored by SLT)</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Termly</p>	
Gender Equality Duty	<p>To ensure opportunities arranged within school have an appropriate balance between girls and boys.</p>	<p>Equal representation / opportunities for boys and girls.</p> <p>Extra-Curricular sessions are accessible to boys and girls.</p>	<p>SLT, School staff, PE co-ordinator and</p>	<p>Ongoing</p>	
Disability Equality Duty	<p>To ensure pupils with a disability are actively involved in school activities eg extra-curricular.</p> <p>To ensure there is effective transition between classes and schools.</p>	<p>Pupils with a disability are participating in extra- curricular activities.</p> <p>Pupils, parents and staff have opportunities to meet and discuss relevant issues before commencing a new school year.</p>	<p>Class teacher</p> <p>SLT, School staff</p>	<p>Ongoing</p> <p>Half term</p>	

