



Blessed Thomas Holford Catholic College

May God's love be our guide 

Equality Action Plan

Blessed Thomas Holford Catholic College

Approved by:	Governors	Date:
Last reviewed on:	December 2021	
Next review due by:	December 2024	

December 2021

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

