

DRAFT EQUALITY ACTION PLAN FOR 2019-20 FOR SPEEN SCHOOL

Objective (rationale in brackets)	Actions	Review
<p>1. To ensure opportunities are pursued to increase the presence of male role models within the school environment (as currently there are only females on staff during the day).</p>	<ul style="list-style-type: none"> • Make use of the opportunity to employ male sports coaches where possible who are talented in their field of work and can act as inspirational role models in their work with pupils • Welcome the male church ministers who are able to lead worship at the school • Organise events where pupil dads and grandads are welcome eg Father's day event • Welcome appropriate male volunteers from the local community, who can come and <ul style="list-style-type: none"> - listen to readers - help at school events 	
<p>2. To monitor the pupil gender mix of classes, ensuring that where there is a minority, opportunities are seized to advance the interests of the minority gender (as currently one year group is 100% boys and another year group only has one boy amongst a small number of girls)</p>	<ul style="list-style-type: none"> • Ensure staff give time to those in the minority, to listen to and where possible utilise the interests they have for eg in sport, hobbies, drama etc • Ensure for eg creative writing appeals to the minority gender • Consider theme week topics according to the genders represented within the classes 	
<p>3. To encourage diversity and involvement in the school from those with different cultures, religions and ethnicities (as currently pupils are in the majority White British)</p>	<ul style="list-style-type: none"> • Ensure equal involvement from pupils and parents of other ethnicities, religions and cultures eg in the curriculum, inviting pupils / parents to contribute to RE, Geography, cookery lessons etc • Encourage regular contact with the school's linked school Agape (in Hyderabad, India) • Foster link with Embrace charity 	