

Poole Grammar School Equality & diversity action plan 2017-2022

Planned outcome	Planned Actions	Timescale	To be actioned by	Monitored by	Equality strand							
					R	D	G / TG	SO	A	R / B	CC	
Improve accessibility of the school site for disabled students and staff members.	Implement fully the action plan appended to the 2017 school accessibility policy.	By August 2020	JP	SLT		✓						
No direct or indirect discrimination of transgender students and staff members.	Review all relevant school policies and procedures and amend as necessary.	By August 2018	JRTS	SLT			✓					
Improved support and outcomes for students with mental health illnesses.	(a) Devise a plan to improve support provided to students with mental health illnesses to improve academic outcomes.	By August 2018	VW	KMM		✓						
	(b) Implement the plan. (c) Review the plan.	By August 2019 By August 2020										
Improved representation of non-white adults in the school environment.	Try to choose non-white speakers for PSHE if appropriate.	By August 2018	MH	KE	✓							
Better understanding of different faiths and cultures	Increase the number of awareness raising events looking at other religions / cultures	By August 2018	SB	KE	✓					✓	✓	
Improved cohesion and reduced perceived discrimination and harassment amongst catering and site support staff teams	Implement training of team leaders, provide information to team members, monitor situation and review after E&D survey each year.	By August 2018	JRTS	SLT			✓		✓			
More student involvement in equality and diversity actions to empower students and increase E&D awareness	(a) Review how students could be more involved; (b) Encourage & support student led initiatives (e.g. student LGBTQ+ forum)	By August 2019	SRJ	SLT	✓	✓	✓	✓	✓	✓	✓	✓

R = Race, D= Disability, G=Gender, TG= Transgender, SO=Sexual Orientation, A=Age, R/B=Religion and beliefs, CC=Community Cohesion