

Equality Action Plan 2022/23

Protected Characteristics	Objectives	Measurable success indicator	Who is responsible	Timing
All	Publish and promote the Equality Plan through the school website, newsletter and staff meetings	Website review indicates compliance	Headteacher / Deputy Head	Ongoing
All	To diminish any identified differences in attainment for disadvantaged pupils, setting challenging targets for at least expected progress	Pupils from identified groups make at least expected progress	Headteacher / GB / SENCO / SLT / Teaching staff	Termly (Tracking data)
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability	Learning walks, lesson observations, work and planning scrutiny, pupil voice interviews, Governor visits	SLT	New curriculum in place April 2023
Age	Re-establish links with 'Age –Concern' after pandemic and organise school visits. Encourage senior citizens into to school to share their stories and to assist with the school's reading.	Meetings conducted with children and senior members of the community.	Headteacher /SLT / SENCO / Literacy lead.	Autumn 2023
Race	Decolonising the school's history curriculum to give a more accurate picture of the impact of colonisation on ethnic groups and countries; Provide training for teachers (The Black Curriculum)	Revisions to long term history topic, book scrutinies, learning walks	Headteacher /SLT /humanities coordinator	April 2023
Race	Identify, respond and report racist incidents as outlined in the Plan.	Incidents are recorded appropriately. Figures are reported to the governing body on a termly basis.	Headteacher / GB	Termly GB meetings

Gender	Introduce initiative to encourage girls to take up sport outside the curriculum requirements to make participation rates more reflective of the school population.	Increase participation of girls in sports clubs and out of school sport activities by 10%	Teachers	Ongoing
Religion or belief , this includes non-religious beliefs & Race	To further increase opportunities for visitors from different cultures and faiths as part of curriculum topics. Cultural and religious events should be celebrated throughout the year to increase pupil awareness and promote understanding of different communities e.g. Diwali, Eid, Christmas.	RE and PSHE planning scrutiny, learning walks Assembly themes Governor visits	RE & PSHE coordinator	See new curriculum plan April 2023