



Equality Objectives and Action Plan 2024

Objective 1

To reduce prejudice and increase understanding of equality, diversity and inclusion, more specifically an understanding of race equality by the whole school community including SLT, Governors, staff, pupils and parents

Rationale for Objective 1	Success Criteria	Governor Involvement	Monitoring & Evaluation	Reporting Progress
Our curriculum content and resources are not fully representative of wider society. The general equality duty requires us to foster positive relations between different groups. There have been 3 racist incidents in school during the last academic year Protected characteristics covered: race/religion	Children in all year groups will have increased opportunities to develop a strong sense of their identity and the potential for prejudice-based bullying will be effectively addressed Stereotypes will be challenged. Staff will be more aware of antiracism, unconscious bias. Curriculum content and resources will be more inclusive/representative Children will know about and value each other's cultures and religions	Nominated link governor-equality & inclusion Focused governor visits Quality of Education Governor has oversight of curriculum	Termly review of action plan. Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated, through learning walks (including environment), book looks and pupil interviews	School SEF School Improvement Plan Head Teacher Report to Governors Link Governor Visits
Actions	Timelines	Staff responsible	Resources	Outcomes/Impact

1.1 Deliver Staff CPD focused on unconscious bias/ EDI/anti-racism/ the inclusive curriculum.	Summer 2024– Summer 2025	HT	Staff meeting time	
1.2 Audit current resources/provision through our curriculum offer for each subject area regarding the protected characteristics of race and religion	Autumn 2024 (with some audits taking place during curriculum development Spring 2025)	Subject Leads	Staff meeting Subject Leader time	
1.3 Consciously include key texts and lessons which challenge racial and religious stereotypes and are representative of modern-day society.	Spring 2025 onwards	All staff		
1.4 Consult pupils and parents/carers re the impact of the implemented changes through a survey/questionnaire	Summer 2025	Equality Governor HT	Focus group/survey School Council meeting	

Objective 2 To improve curriculum provision to increase understanding of diversity, equity, inclusion and belonging for all stakeholders including staff, pupils, governors and parents.				
Rationale for Objective 2	Success Criteria	Governor Involvement	Monitoring & Evaluation	Reporting Progress
Curricula examples of people e.g. scientists, artists etc do not fully embrace the diversity of modern Britain or the school's diverse population.	Children can confidently talk about influential people from a diverse range of backgrounds. Children can see themselves reflected in the curriculum.	Nominated link governor-equality & inclusion Focused governor visits Quality of Education Governor has oversight of curriculum	Termly review of action plan. Pupil interviews. Monitoring – including book looks and learning walks.	School SEF School Improvement Plan Head Teacher Report to Governors Link Governor Visits
Actions	Timelines	Staff responsible	Resources	Outcomes/Impact
2.1 Audit subject area progression maps for diversity, equity and inclusion.	Spring Term 2025	HT and subject leads	Subject leader time	
2.2 Celebrate achievements within subject areas that reflect the diversity of the school population and the wider community.	Spring term 2025 the. ongoing.	Subject leaders		
2.3 Ensure that the school environment reflects diversity of achievement.	Summer 2025 then ongoing.	SLT and subject leaders		

Objective 3 To raise the attainment of girls.				
Rationale for Objective 3	Success Criteria	Governor Involvement	Monitoring & Evaluation	Reporting Progress
Girls are not performing as well as boys overall in KS2 SATs. (2023 and 2024). Girls are less confident when voicing their opinions and ideas.	KS2 outcomes	Nominated link governor-equality & inclusion Focused governor visits Quality of Education Governor has oversight of curriculum	Termly review of action plan. Pupil interviews. Monitoring – including book looks and learning walks.	School SEF School Improvement Plan Head Teacher Report to Governors Link Governor Visits
Actions	Timelines	Staff responsible	Resources	Outcomes/Impact
3.1 Ensure girls are a focus within termly pupil progress meetings.	Termly PP meetings	HT/class teachers		
3.2 Ensure that there is equal representation of girls in key groups e.g. School Council. Sports Leaders etc.	Autumn Term 2024	Eco-group lead, sports coach, HT		
3.4 Provide ‘girls only’ activities and clubs to develop confidence and resilience.	From September 2024	HT		