

Equality Action Plan 2022-26



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Objective	Action(s)	Led by	Resources	Start Date	Review Date	Success Criteria	Monitoring Outcomes
To further promote pupil understanding and respect for difference and diversity	<ul style="list-style-type: none"> Identify and embed opportunities within the PSHE/RSE curriculum to raise awareness and understanding of the protected characteristics 	SA	Jigsaw scheme Books Videos Diversity Padlets	Sept 22	Sept 23	Children can articulate a good understanding of protected characteristics and different cultures, faiths and beliefs	
	<ul style="list-style-type: none"> To explore equality within the school, wider community, UK and beyond through curriculum opportunities 	AP/ Subject leaders	Curriculum resources Diversity Padlets				
	<ul style="list-style-type: none"> To strengthen the RE curriculum by maximising opportunities to promote understanding and tolerance of different faiths and beliefs 	GB/ RW	RE curriculum materials and Derbyshire SACRE documents Diversity Padlet			Children have increased access to curriculum activities and assemblies which recognise and celebrate equality and diversity	

	<ul style="list-style-type: none"> To plan and utilise assembly times to explore and celebrate themes around equality and diversity To ensure community events celebrate diversity and equality To ensure opportunities for pupil engagement and pupil voice are explored and utilised 	<p>SLT</p> <p>SLT</p> <p>LM/ Year Teams</p>	<p>School Council time Pupil Parliament visit/ transport</p>			<p>Increased range of community events which reference and celebrate different families, cultures, beliefs and religions</p> <p>Children feel that they are making a difference to their community and the wider world</p>	
To develop further staff awareness and understanding of equality and diversity	<ul style="list-style-type: none"> To provide specific training for all staff around the themes of equality and diversity 	SLT	Ihasco 'Equality and Diversity' training	Autumn term 22	Sept 23	All staff have increased understanding of equality and diversity and teaching provision is enhanced through a confident, knowledgeable staff team	
To ensure increasing engagement with local communities and the wider world	<ul style="list-style-type: none"> To explore and arrange visits to different places of worship in Derbyshire and Derby City To invite people from different places of worship/communities in to school to talk to classes 	<p>GB/ RW Year Teams</p> <p>GB/ RW Year Teams</p>	<p>Transport (including school minibus) RE Scheme materials</p>	Sept 22	Sept 23	Children have greater understanding and awareness of social and cultural differences both locally and across the country/world	

<p>To diminish the difference between different groups of children across the school</p>	<ul style="list-style-type: none"> To use fortnightly RAG meetings to discuss and analyse group specific data To develop provision for children with specific needs who have learning barriers e.g. SEND, disadvantaged, EAL 	<p>SLT/ Phase Leaders</p> <p>CW</p>	<p>RAG meeting time/ Primary Tracker</p> <p>Resources specific for individual children as necessary</p>	<p>Sept 22</p>	<p>Termly</p>	<p>There is a diminished attainment gap with different pupil groups across the school</p>	
<p>To strengthen opportunities and engagement of our traveller community</p>	<ul style="list-style-type: none"> To complete research project to consider increased opportunities for our traveller parents To strengthen links with Traveller Advisor to explore and enhance provision for traveller pupils 	<p>SW</p> <p>PE</p>	<p>Course attendance (Notts Uni)</p> <p>Advisor costs as necessary</p>	<p>Autumn 22 to complete (started in 2021)</p>	<p>Sept 23</p>	<p>Feedback from traveller community is positive with them feeling a more valued part of the community</p> <p>Traveller pupils have improved attendance and make increasing levels of progress</p>	