



Equality Action Plan Rationale for Objective 1:	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	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. Protected characteristics covered: All protected characteristics	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 and curriculum content and resources will be more inclusive/representative Children will know about and value each other's cultures and religions Children will know about and value different families.	Nominated link governor-equality & inclusion AT Focused governor visits Finance Committee (oversight of training & resource budget)	Review of this action plan (termly) Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews. Through conversations with children (pupil voice questionnaires)	School SEF School Development Plan Head Teacher Report to Governors Link Governor Visits
Objective 1: To increase understanding of equality, diversity and inclusion by the whole school community including SLT, Governors, staff, pupils and parents				
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
1.1 Staff CPD focused on unconscious bias/ EDI/anti-racism/ the inclusive curriculum 1.2 All staff to be included and actively involved	Autumn 2022 – Summer 2023	HT	NCC Anti-racism Toolkit NC to attend EDI Focus group Staff meetings around our Super Six text types and British values curriculum	Budget to be identified for staff meetings



1.3 Audit current resources/provision through our curriculum offer for each subject area with regard to the protected characteristics	Autumn 2022 (with some audits taking place during curriculum development Spring 2023)	Subject Leads	Staff meeting Subject Leader time	Budget to be identified for resources
1.4 Consciously include key texts and lessons which challenge stereotypes and are representative of modern-day society.	Autumn 22	All staff		Budget to be identified for resources
1.5 Consult pupils and parents/carers re the impact of the implemented changes through a survey/questionnaire	Summer 2023	Equality Governor HT	Parents Forum /survey School Council Meeting	
Future Developments Establishment of focus group to include representation from all stakeholder groups to further embed EDI across the whole school Develop a Diversity Champions Group	Autumn 2023 – Summer 2024	Equality Governor HT		



Objective 2 To continue to promote equality of opportunity in enrichment activities.				
Equality Action Plan Rationale for Objective 2 We have a range of protected characteristics represented in our school and we want to ensure that our enrichment activities are inclusive for all children and that we also celebrate the diversity here at Orston through all activities Protected Characteristics covered: Age, Disability, Race, Religion, sex, sexual orientation	Success Criteria Enrichment activities are inclusive for children regardless of age, disability, race, religion, sex and sexual orientation. Enrichment activities meet the diverse needs of our community Groups are identifies and monitored to increase engagement	Governor Involvement Nominated link governor- equality & inclusion AT Focused governor visits	Monitoring & Evaluation Methods Review of this action plan (termly) Monitor enrichment activities and participation Through conversations with children (pupil voice questionnaires)	Reporting Progress School SEF School Development Plan Head Teacher Report to Governors Link Governor Visits
Objective 2				
Actions	Timelines	Staff Responsible	Resources – Time/CPD	Resources - Financial
2.1 Regularly monitoring the uptake of activities	Termly 22-23	SLT	Discussion at SLT meetings each term Resources for enrichments activities	Budget for any identifies resources
2.2 Ensuring that there is a range of activities to meet the needs of our diverse community	Termly 22-23	NC	Consider external visitors to celebrate diversity-cost consideration • Further work with Richard Whitehead • Regular basketball workshops throughout the year leading to an after school club (YW role model) • Celebrations and enrichment activities in school planned	Budget for identified visitors



2.3 Identifying and targeting groups with protected characteristics to ensure they have equal access and increase their engagement	Termly 22-23	SLT	Discussion at SLT meetings each term Discussion with link governor	
Future Developments Organise further basketball workshops leading to an after school club in January 23 Speak to RE lead about our enrichment activities this year as a whole school Continue to strengthen our relationship with The Whitehead Foundation	Across the academic year	Equality Governor HT Subject leaders		

Objective 3: Over the next four years, girls' experiences in academia and sports will make them more aware of a range of opportunities so they may aspire to non-stereotypical professions.

Equality Action Plan Rationale for Objective 2	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
Our attainment data demonstrates that girls often attain above national and, at present, outperform boys. Therefore, we wish to inspire our girls and broaden their experiences to empower them to know they can access further education and	All our children, both boys and girls, have high aspirations to achieve in society Gender stereotypes are challenged Our Science curriculum has been developed to inspire all children further but especially girls	Nominated link governor- equality & inclusion AT Focused governor visits	Review of this action plan (termly) Monitor engagement Monitor curriculum	School SEF School Development Plan Head Teacher Report to Governors



ultimately senior positions in society. Protected Characteristics covered: sex, sexual orientation	Enrichment activities challenge stereotypes and engage all children All our children are aware of the wider world and the opportunities available to them		Through conversations with children (pupil voice questionnaires)	Link Governor Visits
Actions	Timelines	Staff Responsible	Resources – Time/CPD	Resources - Financial
3.1 Develop our science curriculum so it may inspire pupils – especially girls – to consider further education and a future career in science.	Autumn & Spring 22/23	AJ as Science Subject leader & SLT	Discussion at SLT meetings each term Resources for enrichments activities	Budget for any identifies resources
3.2 Organise more after-school and out-of-school sporting opportunities for girls – particularly sports they wouldn't otherwise access themselves.	Termly 22-23	NC	Consider external visitors to celebrate diversity-cost consideration	Budget for identified visitors
3.3 To plan for school visits to various places of education (e.g. university) and work as well as organise for female visitors to give presentations at school about their careers and/or role in society.	Termly 22-23	SLT	Discussion at SLT meetings each term Discussion with link governor	
Future Developments: Organise a careers week/day	Summer 23	SLT		