



Objective 1: To continue to promote an inclusive school community where all feel safe and valued				
Rationale Objective 1: We have an ethos that all are welcome in our school and we want to further embed this through curriculum and non curriculum activities involving the whole community Protected characteristics covered: All protected characteristics	Success Criteria All members of our community feel safe and valued. Children understand what it is to be an upstander and know what to do if they witness an incident. Staff feel empowered and knowledgeable to deal with any incidents should they occur.	Governor Involvement Nominated link governor-equality & inclusion AT Focused governor visits Finance Committee (oversight of training & resource budget)	Monitoring & Evaluation Methods Review of this action plan (termly) Monitor curriculum/lesson plans ½ termly to ensure EDI&B is incorporated through learning walks, book looks and environment reviews. Through conversations with children (pupil voice)	Reporting Progress School SEF School Development Plan Head Teacher Report to Governors Link Governor Visits
Objective 1				
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
1.1 Diversity Champions to work with the Headteacher to create a Child Friendly version of the Equality policy.	Autumn 23	NC	Diversity Champion Meetings after school	



1.2 Explicitly teach about the protected characteristics in an age appropriate manner and challenge any use of inappropriate language	Across the academic year as planned though class RHE sessions, RE AND Picture news.	All staff		
1.3 To ensure staff receive appropriate CPD to develop staff confidence. Ensure that staff are aware of current legislation and current issues.	Throughout the year- including EF Autumn term, Whole staff anti-racism Autumn term	NC		
1.4 Celebrate Anti-Bullying Week and online safety week	Autumn term 23	All staff	https://anti-bullyingalliance.org.uk/anti-bullying-week-2023-make-noise-about-bullying	
1.5 Undertake Anti-Racism project in Year 2 lead by JW and LA	Autumn term 23	JW and all staff supported be Deepa Vasudevan	Project funded through school-CPD for all staff	Funded by school budget
1.6 Frequently collect pupil voice re: sexism, homophobia and racism and act on results.	Termyl	NC		
Future Developments Establishment of focus group to include representation from all stakeholder groups to further embed EDI across the whole school Autumn 2023 – Summer 2024				

Objective 2: To raise awareness and understanding for staff and pupils of barriers for those who share a protected characteristic and the gifts which these characteristics bring to our school community.				
Equality Action Plan Rationale for Objective 2	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress



We have a range of protected characteristics represented in our school and we want to ensure that all members of the community feel respected and valued at all times Protected Characteristics covered: Age, Disability, Race, Religion, sex, sexual orientation	Children and staff have a greater understanding of differences between themselves and others.	Nominated link governor-equality & inclusion AT Focused governor visits	Review of this action plan (termly) Monitor enrichment activities and participation Through conversations with children (pupil voice questionnaires)	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 Celebrate festivals including Diwali, Christmas, Eid & Lunar New Year	Termly	All staff RE lead JW		Budget for any identifies resources
2.2 Mark Children's Mental Health week, Autism Awareness month, Dyslexia Awareness and Tourette's awareness	Termly	NC and SENDCO JR	https://www.childrensmentalhealthweek.org.uk/ https://www.tourettes-action.org.uk/166-tourettes-awareness-month-2023 . https://www.autismspeaks.org/world-autism-awareness-day https://www.bbc.co.uk/teach/dyslexia-awareness-week-teaching-resources	



2.3 Explicitly teach about protected characteristics in an age appropriate way through assemblies and our RHE curriculum	Termly 22-23	SLT and all staff		
2.4 Mark Black History Month through sessions delivered by Diversity Champions and through curium lessons and assemblies. Highlight contribution of BAME soldiers during remembrance celebrations.			https://www.bbc.co.uk/cbeebies/joinin/black-history-month https://kids.nationalgeographic.com/history/article/black-history-month	

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 ultimately senior positions in society.	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 Enrichment activities challenge stereotypes and engage all children	Nominated link governor- equality & inclusion AT Focused governor visits	Review of this action plan (termly) Monitor engagement Monitor curriculum Through conversations with children (pupil voice questionnaires)	School SEF School Development Plan Head Teacher Report to Governors Link Governor Visits
Protected Characteristics covered:				



sex, sexual orientation	All our children are aware of the wider world and the opportunities available to them				
Actions	Timelines	Staff Responsible	Resources – Time/CPD		Resources - Financial
3.1 Continue to develop our science curriculum so it may inspire pupils – especially girls – to consider further education and a future career in science.	Termly	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 would not otherwise access themselves.	Termly	NC/JW	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	SLT	Discussion at SLT meetings each term Discussion with link governor Visit from Serena Patel funded by school and OSA-Female author to inspire all children https://serenakpatel.com/		OSA and School Budget
Future Developments: Organise for more role models to visit school and talk to the children. Our futures week will take place every other year.					



Objective 4: Advance equality of opportunity between people who share a protected characteristic and those who do not,					
Equality Action Plan Rationale for Objective 4 We have a range of protected characteristics represented in our school and we want to ensure that all members of the community can access all opportunities both in and out of school. Protected Characteristics covered: sex, sexual orientation	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
	All staff and pupils feels values and represented		Nominated link governor- equality & inclusion AT Focused governor visits	Review of this action plan (termly)	School SEF
	All children are able to take part in competitive sport and sports festivals and after school clubs.			Monitor engagement	School Development Plan
	All pupils feel that they have a voice and represented in our school curriculum			Monitor curriculum	Head Teacher Report to Governors
				Through conversations with children (pupil voice questionnaires)	Link Governor Visits
Actions	Timelines	Staff Responsible	Resources – Time/CPD		Resources - Financial
4.1 Actively encourage SEND pupil involvement in after school clubs and sports festivals with Rushcliffe Sports Partnership. Monitor uptake and address any barriers. (This includes spending the sports premium inclusively)	Termly	NC/JR/JW	Rushcliffe Sports Partnership events as well as events in school		Sports premium where appropriate
4.2 Promote greater gender equality and inspire our female community through inviting speakers and providing opportunities for girls	Termly	NC	Visit from Serena Patel funded by school and OSA-Female author to inspire all children https://serenakpatel.com/		OSA and School budget to fund author visit
4.3 Celebrate LGBTQ+ Diversity including role models within our curriculum	Termly	NC	Ensure Diversity library is fully stocked		School budget to fund any resources

