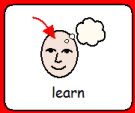

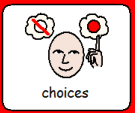





***'To provide a foundation for fulfilled lives, inspiring confident and happy learners'***

Our Values	Enjoy learning	Try our best	Make good choices	Respect each other & our surroundings	Work together	Celebrate our successes
	 learn	 try	 choices	 respect	 together	 success

**Equality Objectives Action Plan**

**September 2023-September 2026**

## Equality objectives statement action plan

Dealing with prejudice					
Rationale behind objective	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
<p>Since Covid times in 2020 we have had a slight increase in prejudiced related incidents. We wish to reduce this and go back to at least pre-2020 levels.</p>	<p>To reduce prejudice and increase understanding of equality through direct teaching across the curriculum that supports and promotes the positive advancement of all protected characteristics</p>	<p>Opportunities to share positive role models with the children</p> <p>RHE Curriculum development linked to anti bullying.</p> <p>All forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.</p> <p>Plan ongoing events to raise awareness of equality and diversity.</p> <p>Ensure that our curriculum and in turn, displays around school corridors &amp; classrooms: promote role models &amp; heroes that our children can positively identify with; reflect our diversity as a school; ensure respect for all others regardless of race, gender and disability</p> <p>Review assembly annual program and check all protected characteristics</p>	<p>CR/ZS and RHE subject lead.</p>	<p>Our children appreciate, respect &amp; celebrate diversity. They know how we are different &amp; what unites us. All children thrive, aspire &amp; reach their full potential</p> <p>Parents feel confident that our curriculum reduces prejudice and develops an understanding of equality</p> <p>Children have a strong understanding of protected characteristics and the equality act and that when asked, they are able to discuss these.</p> <p>Children are taught about role models who fall into all protected groups through the curriculum.</p> <p>Schools leaders have a developed understanding of the impact of trauma on progress.</p> <p>The number of prejudice-</p>	<p>To be reviewed in the Spring and Summer terms 2025</p>

		<p>are being supported</p> <p>To improve teaching around prejudice and bullying. – this will be done via a monthly assembly.</p> <p>To improve training for staff in how to handle incidents of prejudice and support perpetrators and victims</p>		<p>related incidents will decrease significantly.</p>	
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**Celebrating diversity**

Rationale behind objective	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
<p>Some children voice opinion about some roles being for men/women or girls/boys.</p>	<p>To continue to celebrate that all people can do any job or take part in any activity.</p>	<p>Set up a girls only football club.</p> <p>Books represent non stereotypical roles.</p> <p>Guest speakers invited into class.</p> <p>Joined Gender Equality Action as a supporter. CR to attend training to become and initiator.</p> <p>Some playground play is linked to gender e.g. not letting girls play football. Develop ways to challenge these views</p>	<p>CR/ZS and RHE teachers.</p>	<p>Reduced comments noted of a stereotypical nature.</p> <p>Children talk positively about having a range of options in terms of role/activity available to them in the present and future.</p> <p>Play times enable all children to explore and play with their interests, not being limited to traditional gender roles.</p>	<p>To be reviewed in the Summer and Autumn terms 2025</p>

**Facilitating equality in the workplace**

Rationale behind objective	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
Number of staff who identify as disabled remain static or increase.	To ensure as an organisation our procedures mean we become a more effective disability confident organisation.	Ensure we move from Level 1 disability confident to Level 2.	VA	We attain disability confident level 2.	To be reviewed at the end of the Summer term annually.

### Enabling representation

Rationale behind objective	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
The school has a 22% BAME population, which is not represented in the composition of the current governing board, which is 0%.	To ensure the school's governing board is representative of the school's local community.	To consider whether the current governing board is able to sufficiently represent the potential needs of the community e.g. in relation to religious observance, dietary needs and uniform, and if not, how this will be rectified – this will be considered in governor meeting and considered during recruitment processes.	The chair of governors and full governing board.	The school's governing board will be able to account for the potential needs of families in our community when making decisions.	To be reviewed in the Summer terms.

### Supporting inclusion

Rationale behind objective	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
While overall data for school is well above national some groups are below. There are no overall trends in this but this is kept under review annually	To narrow the gap in attainment of all disadvantaged pupils and pupils with SEND	Ongoing analysis of internal and external data to inform adaptive teaching and interventions.  Involvement with Trauma Informed Schools UK project	EYFS lead/KS1 lead SLT	The school will diminish all difference within data from different groups.	To be reviewed at half termly inclusion meetings.

### Additional equality objectives

Rationale behind objective	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
To ensure whole community is aware of the updated equality policy and subsequent action plan and actions	To ensure the whole community is aware of equality duty, and how DIS is adhering to it.	Publish and promote the Equality Plan through the school website, newsletter, PDMs for staff & governors' meetings	ZS/CR /admin	<p>All stakeholders feel informed and involved in school's next steps</p> <p>All members of the community feel that their views are valued.</p> <p>The equality plan feels part of the school's ongoing improvement journey</p>	To be reviewed Autumn INSET day annually.