**Equalities action plan 2023-2026**

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on the analysis of our data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

**Our approach to equality is based on the following key principles:**

1. All learners are of equal value

2. We recognise and respect difference

3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.

4. We observe good equalities practice in staff recruitment, retention and development.

5. We aim to reduce and remove inequalities and barriers that already exist.

6. We have the highest expectations of all our children.

**Equality objectives**

**Equality objective 1:** To raise awareness of equality & diversity

**Equality objective 2:** Ensure tolerance and respect towards individuals who identify with any of the protected characteristics

**Equality objective 3:** To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

**Equality objective 4:** Ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school’s diversity in terms of race, gender and disability etc.

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| **What we aim to do** | **How we plan to achieve it** | **Person Responsible and Timescale** | **The impact of our work** |
| **Equality objective 1**  To promote equality and diversity within the learning environment | Displays in classrooms and corridors promote diversity in terms of all backgrounds, e.g. race, religion, gender, different families and disabilities. | Headteacher  PSHE/RSHE Lead  Subject Leads  Class teachers | Diversity reflected in school displays and materials for lessons across all year groups. Diversity is threaded through our school teaching and learning all year.  Children confidently talk about the uniqueness and value of all individuals and to celebrate diversity. Children understand what diversity truly means and are able to see how diversity, and sometimes lack thereof, is reflected in world events. Children do not judge from appearance or make assumptions about background, faith, gender, etc |
| **Equality objective 1**  To fully inform all stakeholders of agreed plan | Raise awareness of aims and objectives of policy by sharing with staff and the wider community. Provide further staff training in all aspects of equality & diversity to support staff understanding and awareness. Remind all staff of all aspects of statutory RHE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers so they can support this at home | Headteacher  PSHE/RSHE Lead | All stakeholders to have access to published equality plan.  Stakeholders to have opportunities to assess the impact of the plan, influencing the evaluation process and future target setting.  Staff feel confident after training and have a secure understanding of the importance of equality and diversity. |
| **Equality objective 2**  To promote understanding and respect for differences. | Identify opportunities within our curriculum (see Curriculum maps) where other cultures and countries are explored. Study famous people from different cultures and ethnic groups with a variety of abilities and celebrate their diversity.  Visits to places of worship throughout school.  Use collective worship as an opportunity to celebrate festivals from a range of cultures and countries. Use events such as the World Cup, Olympics, and an opportunity to explore other cultures and celebrate diversity and equality. | As above  Ongoing - linked to curriculum plans which run academically and reviewed annually | Greater understanding and respect for differences.  Topics and arising issues are covered through age appropriate lessons e.g. PSHE, RSHE, History, Geography.  Staff have strong subject knowledge and the resources to deliver high quality lessons The school vision and values promote respect for the differences at GV. |
| **Equality objective 2**  Extend pupils understanding of a  range of peoples, cultures and religions | Curriculum overview and RE scheme of work to be monitored to ensure coverage (statutory) with range of people, cultures and religions taught assemblies, workshops, visits and discussion. Continue in plan and celebrate key cultural and religious events e.g. Black History Month, Chinese New Year. Extend visitors to assemblies/workshops/class visits to include people from a range of faiths and cultures | Headteacher  RE Lead  CTs Ongoing - linked to curriculum plans which run academically and RE release time – monitoring including pupil voice | Children demonstrate a good understanding of different religions and cultures through books, class scrapbooks, assemblies, workshops, visits and discussion |
| **Equality objective 3**  Provide a range of educational  opportunities for parents to develop their own skills and knowledge to support their children | Virtual and face to face parent workshops and family learning sessions focused on curriculum, behaviour, SEND topics.  Sessions give parents strategies on how to support their child at home. Targeted small group support (Early Help) for vulnerable families e.g. TAFs Signposting families to local support and services (Family Information Services) | SENCO  Phase leaders | Parents report they are well supported in helping support their child at home e.g. learning, behaviour strategies. Children settle well and are happy in school  Families develop resilience and are able (with support) to access the support they need |
| **Equality objective 4**  To plan direct work for children through assemblies and curriculum on equality. | Weekly assemblies in line with the school’s assembly timetable. Focusing on diversity, inclusion  equality and racism.  Delivering focused lessons and series of lessons within our PSHE and RSHE curriculum on the above themes.  Planning events (including the local  community) throughout the year. | Headteacher  PSHE/RSHE Lead  Subject Leads  Class teachers  Ongoing - linked to curriculum plans which run academically and  reviewed annually | Children and staff have a good understanding of equality, inclusion diversity and racism.  Pupils see links to school vision and values.  Strong relationships established with local community groups including local places of worship. |
| **Equality objective 4**  To ensure that curriculum opportunities promote role models and heroes that young people positively identify with | Consider opportunities to promote diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures etc.  Promote engagement of visiting speakers to school to broaden children’s perceptions of equality and diversity.  Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity, e.g. Black History Month, LGBT History Month, International Women’s Day etc | Headteacher  SLT | Teaching and learning opportunities and planning show a wide range of role models to inspire children. Children have positive role models and heroes that they can identify with. |

**Review of Progress and Impact**

The Plan has been agreed by our Governing Body. We have a rolling programme for reviewing our school policies and their impact. In line with legislative requirements, we will review progress against our Equality Plan annually and review the entire plan and accompanying action plan on a three year cycle.

We make regular assessments of pupils’ learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by ethnicity, gender and disability, to ensure that all groups of pupils are making the best possible progress and take appropriate action to address any gaps.

**Publishing the Plan**

In order to meet the statutory requirements to publish a Disability Equality Scheme and Gender Equality Scheme, we will:

• Publish our plan on the school website;

• Raise awareness of the plan through the school newsletter, assemblies, staff meetings and other communications;

• Make sure hard copies are available