

## Equality Action Plan 2024 - 2027

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators?
All	Prepare the Equality Plan and promote staff and governor awareness through the website, school newsletter and staff meetings. All staff and governors to be made aware of the plan through Governors Meetings and Staff briefings.	Staff and Governor questionnaires  Annual Parent survey to include question about parental awareness of the Equality Plan	Head Teacher	Approval by Governors by September 2024  Staff made aware in staff briefing by September 2024 month end.  Published on school website by September 2024 month end.  Parents made aware via school website by September 2024 month end.	Staff are familiar with the principles of the Equality Plan and use them when interacting with pupils.  Parents are aware of the Equality Plan
All	Embed a curriculum that promotes equality through the people and peoples encountered within it: implicitly challenging stereotypes.	Subject Leader Monitoring – the intended curriculum is being delivered.	SLT and Subject Leaders	Termly – Weekly Subject Leaders release time and half-termly subject leader meetings.	Coverage MTP objectives is evidenced in class books and pupil voice.
All	Raise the profile of British Values alongside the school's own values in school through regular BV themed assemblies.	Pupil conferencing	PSHE Lead with the support of SLT.	Half termly from September 2024.	Pupils can articulate understanding of the values at an age appropriate level.

All	Develop staff understanding of guidance on teaching about controversial issues: 'Young Citizens' resources.	Feedback from staff	SLT	CPD in second half term of autumn 2024.	Staff are confident in dealing with controversial issues when they arise in their classrooms.
All	Explicitly teach children the concept of a stereotype and challenge these making reference to both the school and British values.	Pupil conferencing	PSHE Lead with the support of SLT.	From Year Three beginning in autumn 2024.	Instances of stereotyping through protected characteristics are reduced.
Race & Religion	Deliver assemblies that explicitly teach pupils about identity and challenge perceptions of collective responsibility for groups with specific protected characteristics.	Monitoring of incidents reported through My Concern.	PSHE Lead with the support of SLT.	From Year Four beginning in autumn 2024.	Pupils can articulate a more nuanced understanding of some controversial issues regardless of their personal position: Linked to our value of Open Mindedness.
All	Ensure provision and coverage of teaching of Equality Act 2010 through whole school adoption of Birmingham City Council RHE scheme.	Planning scrutiny Monitoring of PSHE class books, RE books, Literacy Books, displays, pupil conferencing	Leadership Team	Half termly monitoring and evaluation schedule to include particular focuses	Children will talk confidently about their understanding of equality issues. Planning, work and displays will demonstrate coverage of objectives
All	Minimise withdrawal requests regarding the above through effective communication of the RHE scheme with parents.	The number of withdrawal requests is reduced.	PSHE Lead	Sharing of resources and explicit withdrawal explanations with parents before RHE	Children take part in all RHE lessons.

				delivery in the summer 2024 term.	
Sexual Orientation	Identify, respond and report homophobic incidents as outline in the Equality Plan. Report figures to the Governing Body / Local Authority	Head Teacher / Governing Body will use data to assess the impact of the school's response to incidents.	Head Teacher / Governing Body	Reporting termly through HT report	Teaching staff are aware of and respond to homophobic incidents.  Data reporting trends.  Behaviour log/ My Concern trends identified in weekly safeguarding meetings.
Sexual Orientation	Challenge and educate both pupils, parents when homophobic language is heard.	Head Teacher / Governing Body will use data to assess the impact of the school's response to incidents.	All school staff	Action is taken within 24 hours of a reported incident of the use of homophobic language.	Behaviour log/ My Concern trends identified in weekly safeguarding meetings.
All	Community Cohesion and Relations: Introduce informal social events in the school hall to develop communication pathways with the wider school community.	Family Social	Leadership Team	Monthly from October 2024.	Increased awareness of different issues in the community and attitudes towards wider current affairs.