



## Equalities Action Plan

2024 - 2027

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of 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.

Aims	Actions	Timescale	Stakeholders	Cost	Evaluation
Use our pupil progress meetings to track vulnerable groups and plan to narrow the gap in achievement	<p>Ensure all staff know any factors which may be causing children disadvantage.</p> <p>Discuss each group/individual in detail and identify barriers to learning and plan personalised support.</p> <p>Carefully track vulnerable groups to identify any patterns and put in support where required.</p>	Half termly	<p>SLT</p> <p>SENCO</p> <p>All staff</p> <p>Governors</p>	Cost of support staff (already budgeted for)	
Promote understanding and respect for differences	Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities to celebrate diversity.	Ongoing	<p>All staff</p> <p>Curriculum Leaders</p>	<p>Cost of new books (Anderson Trust)</p> <p>RE Day consumables</p> <p>Staff meeting time</p>	



	<p>Use collective worship and RE days as an opportunity to celebrate festivals of a range of cultures and countries.</p> <p>Use international events e.g. World Cup, Olympics as an opportunity to explore other cultures.</p> <p>Ensure that our suggested reading lists, story time books and library have books that celebrate diversity and equality.</p>				
<p>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.</p>	<p>Monitor who attends/does not attend parental/family events.</p> <p>Consider a variety of events that may appeal to a wider range of people.</p> <p>Consider when planning events if there are any barriers to any vulnerable groups attending.</p>	<p>Ongoing</p>	<p>HT</p> <p>All staff</p> <p>PTFA</p>	<p>TBC</p>	