

Equality Action Plan 2020- 2024

To be reviewed: Autumn 23

Plan written by:

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Key	
DEC	Disability and Equality Committee
DA&EAP	Disability, Access and Equality Action Plan
Gvnrs	Governors
HT	Head Teacher
SENCO	Special Education Needs Coordinator
SEN TA	Special Education Needs Teaching Assistant
SLT	Senior Leadership Team
SM	Site Manager
SMSC	Social Moral Spiritual and Cultural
PSHE	Personal, social and health education
RSE	Relationships and sex education

Equality Objectives	Success Criteria
<ul style="list-style-type: none"> Equality Objective 1 Promote respect for the protected characteristics (gender reassignment, sex, disability, religion or belief, race, sexual orientation, marriage, age & maternity) within the curriculum where appropriate, as an employer and as an important part of our local community. 	Children, staff and members of the school and local community will have a greater respect for and understanding of the protected characteristics. Staff and children will be aware of the school's procedure for dealing with prejudice-based incidents.
<ul style="list-style-type: none"> Equality Objective 2 Celebrate diversity and encourage positive attitudes in children's understanding of each other and the world around us. 	Children at RBPS will have positive attitudes towards each other and the world around them. Their understanding of the local and global community is broadened. The children will be tolerant of cultural diversity and celebrate difference.
<ul style="list-style-type: none"> Equality objective 3 To ensure that pupils with SEND, Looked After children and those in receipt of Pupil Premium are given support to reach outcomes similar to national statistics. 	Pupils meet the individual targets set for them.
<ul style="list-style-type: none"> Equality Objective 4 To embed RSHE policy, ensuring we are guided by the 9 principles of Equality. 	Curriculum is in place and be covered effectively delivered. Parents and carers are aware of school policy regarding SRE and are able to support their child's learning. Children are better equipped to make and maintain relationships with others and to feel good about themselves and the choices they make.

Equality Objective 1

Promote respect for the protected characteristics (within the curriculum where appropriate, as an employer and as an important part of our local community).

Target	Strategies	Timescale	Responsibilities	Success Criteria	Review Spring 2023
To audit the RBPS curriculum to ensure the appropriate protected characteristics are being covered effectively	All staff to consider the protected characteristics when planning in the Medium term plans. Review if books and other resources are promoting respect to the protected characteristics.	Ongoing from Autumn 2021	All staff DHT	Medium term plans & lessons will contain elements of BAME history, experiences of people from a wide range of cultures, religions and backgrounds. Books and resources will show people from all the protected characteristics.	Training took place in Spring 2021 for staff from NCC. Black History month took place Autumn 2021/22, where new resources were purchased. Summer 2023- carry out learning walk/audit of resources/displays protected characteristics. Audit of class books to check diversity. Assembly plan to be produced that includes stories on protected characteristics. Spring 2023- pupil interviews on protected characteristics.
To gain the views of pupils on how best the school can support pupils with concerns arising from the protected characteristics.	Pupil voice School council Use these as a way of discussing concerns or issues around race, religion, sexuality, gender and other emerging issues for our young people.	Autumn 21	School Council	Pupil's voices will be heard about issues/questions/decisions that directly affect them in our school	Scarf lessons allow children to discuss issues. Look at the make up of the school council and ensure children with protected characteristics. Pupil interviews Spring 2023. Promotion of worry boxes in the classroom.
To increase staff confidence in tackling prejudice and promoting respect. To ensure that staff know how to identify and	Training for staff go back to TETC for second part of training.	Autumn 2021	SENCO AHT	Staff will be confident in delivering lessons which promote respect for protected characteristics Staff will feel	Training took place in Autumn 2021 (focussed on race). More training needed. RSHE meeting given to parents to share the curriculum and

report prejudice.				confident tackling bullying or prejudice linked to protected characteristics.	what we teach about LGBTQI+. Bullying questionnaire. UAB audit and action plan- Spring 2023. Anti-bullying champions represent opinions of peers.
To encourage respect of the protected characteristic amongst parents.	Invite parents to share their stories on the newsletter- tie in with special weeks/awareness days etc. Equality box on newsletter periodically- to highlight characteristics-website/youtube link- signpost support.	Autumn 2021		Parents will have the opportunity to learn about the protected characteristics through other parents' /children's stories. They will be respectful of children's and parent's	Newsletter to include equality box from Spring 2023. Links to stories about the protected characteristics.

Equality Objective 2

Celebrate diversity and encourage positive attitudes in children's understanding of each other and the world around us.

Target	Strategies	Timescale	Responsibilities	Success Criteria	Review Spring 2023
To continue to celebrate and increase pupil awareness and understanding of diversity, through assemblies and special awareness weeks/days.	All staff to promote the celebration weeks e.g. neurodiversity week, black history month etc. Provide resources for staff to do the assembly Ensure follow on learning takes place throughout the year.	Academic year 21-22	All staff	Children will be made aware of how other people's lives here and around the world may be different to their own.	Review assembly plan to ensure neurodiversity is included. Calendar of events to promote diversity.
To continue to audit the	Photos on main page should	Summer 21	All staff	All children will be	

school website to ensure it celebrates diversity and promotes positive images of the people and world around us.	represent a range of pupils from different race, religions and disabilities.			represented on the website. Ongoing.	
To continue to provide a curriculum which celebrates diversity.	<p>Ensure these themes are woven into curriculum provision – RE, PSHE, Geography, English – and special days/events are celebrated. SLT to ensure assemblies address this theme.</p> <p>Ensure staff are including the training from LA on diversity in planning. Remind people to include a diverse range of images of pupils on worksheets. Classrooms and library to have a range of books and stories representing a diverse range of cultures.</p>	Summer 21	All staff	<p>Children's understanding of the local and global community is broadened. Children are tolerant of cultural diversity and celebrate difference</p> <p>Medium term plans, activities and resources will represent a range of cultures.</p>	Audit Summer 2023

Equality objective 3

To ensure that pupils with SEND, Looked After children and those in receipt of Pupil Premium are given support to reach outcomes similar to national statistics.

Target	Strategies	Timescale	Responsibilities	Success Criteria	Review Spring 2023
To ensure that pupils with SEND, Looked After children and those in receipt of Pupil Premium are given support to reach outcomes similar to national statistics.	Plan support using PP, LAC and SEND funding. Liaison with outside agencies for supporting children with disabilities, SEN and medical needs. Termly monitoring of data and adjustment of intervention timetable.	Ongoing	PP lead.	Pupils meet the individual targets set for them.	Ongoing. Pupil premium champions introduced

Equality Objective 4

To embed RSHE policy, ensuring we are guided by the 9 principles of Equality.

Target	Strategies	Timescale	Responsibilities	Success Criteria	Review Spring 2023
To embed RSHE policy.	Ensure all staff have access to our policy. Ensure that the resources needed to teach the lessons are available.	Summer term 2021	PSHE coordinator.	Curriculum is in place and be covered effectively delivered. Children are better equipped to make and maintain relationships with others and to feel good about themselves and the choices they make.	Scarf curriculum is in place. PSHE coordinator is monitoring delivery and providing support for staff.
To ensure that parents are well informed about our RSHE policy and provision at RBPS.	Ensure all parents have access to our policy by displaying on the website and including information about coverage on	Summer term 2021. Ongoing with	PSHE coordinator.	Parents and carers are aware of school policy regarding SRE and are able to support their	Policy is on website. Consultation with parents took place in Summer

	curriculum newsletters.	newsletter s.		child's learning.	2021. Meeting offered to parents Summer 2023.
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