

Action Plan for Equality and diversity

Action 1: To ensure that any gap in attainment between different groups is not significant.
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Action		who	timeline
To ask Governors to appoint a DEIB governor to monitor schools progress with regards to DEIB.		Governors/Lisa	September 2024
To monitor the end of term data to evaluate progress and progression of learning across the curriculum and to audit attainment according to protected characteristics/	Monitor end of term data Overview to governors. Learning walks and work scrutiny	Coordinators/SLT and Governors	Termly.
Review the curriculum offer.	Meet with coordinators Look into the expectations of the curriculum. Look at the curriculum and highlight links to British values and protected characteristics to ensure coverage.	Leanne/Lisa	September 2024
Ensure that the equality of opportunity for all our young people so that none are disadvantaged because of the protected characteristics they hold.	Equal access to the curriculum. Evaluate appropriateness of activities Ensure reading materials and activities reflect the divergent needs of the students. Learning walks	Lisa/ Leanne/ Jantine	April 2025
Success criteria			

A curriculum that meets the needs of the diverse range of needs. Data will show that there is no gap between those with protected characteristics and their peers. There will be clear reference to British Values across the curriculum, and for those students who are able, will be specifically taught about protected characteristics.

Action 2: To promote spiritual, moral, social and cultural development through all appropriate curricular activities, with particular reference to equality and diversity.

Ensure staff have a clear understanding of the individual/protected characteristics of the young people they support.	<p>Training on protected characteristics/equality and diversity and British values.</p> <p>Respond to the needs of the students to match training needs. Eg prada Willis</p>	<p>Lisa</p> <p>Lisa</p>	October 2024
To educate students on the significance of the protected characteristics and their links to British values and develop knowledge and understanding	Highlight links to British values/protected characteristics on the curriculum.	Lisa	September 2024
	Develop further Assemblies on the values	Lisa/team Leaders	September 2024
	Links values to reward systems.	Lisa/Jim	September 2024
	Introduce the use of the term protected characteristics to Key stage 3 upwards where appropriate.	Lisa	November 2024

	Make sure the British values are visible in classrooms and adhered to	Lisa/Kate	July 2024
	Learning walk Questionnaire for students and staff	July 2024	July 2024
	Introduce picture news to support the curriculum.	Lisa/Leanne	June 2024
To develop a sense of belonging	All classrooms to have the 5 rights to promote equality and a sense of belonging.	Lisa	June 2024
	Develop the student council voice with regular meetings with equality champions.	Lisa	Meetings September 2024
	Develop equality champions.	Lisa	Equality champion July 2025
	Introduce a newsletter for parents/carers with information.	Lisa and the Parent liaison working party	
	Develop relationship schools' approach. Questionnaire for students and staff	Jim/Lisa Lisa	July 2025 June 2024

Success criteria

Pupils will have a sense of belonging and have an awareness of different cultures, religions and beliefs. Staff and students will be aware of the protected characteristics and the British values and understand how important it is to be accepting and accepted. If appropriate students will be able to understand the meaning of protected characteristics and British values. Through questionnaires with pupils, staff and key stakeholders it will be clear that there is a sense of belonging.

Actions : To ensure that everyday language around school and across the curriculum supports the ethos of the school and promotes equality.

To make sure that the tools used support the curriculum promote equality and diversity.	To audit the books used in the curriculum and with the reading schemes.	Lisa/Leanne/Jantine	October 2024
	Audit songs used in the primary department	Lisa/Leanne	July 2024
	Learning walks/lesson observations	Lisa and SLT	December 2024
	Build a bank of terminology	Lisa	December 2024

Success criteria

Across school, appropriate language will be used and staff will be positive role models. Curriculum tools will be diverse and promote equality. There will be equality and diversity linked books throughout the curriculum and the reading scheme. Songs and rhymes and resources in classrooms will promote equality as a matter of course and will be evident on learning walks and observations.