



Rumney Primary School
2023 - 2024

EQUALITIES ACTION PLAN

Goal: To ensure a fully inclusive environment for all, promote equality, embed fairness and eliminate discrimination.

Success Criteria:

1. Reduce gaps in progress for pupils from protected groups. (gender, ethnicity, disability, religion/ belief, race, sexual orientation, ALN, FSM, traveller, refugees and asylum seekers, LACE, EOTAS).
2. All stakeholders to make a contribution to the life of the school.
3. All areas of equality promoted throughout the school.

Actions	Personnel Involved	Budget / Resources (Human, time and physical)	Timescales	Self -evaluation Activities	Self-Evaluation	Evidence
Ensure there is opportunity in all AoLEs for pupils to be made aware of positive role models from protected groups and promote diversity and equality.	Jenna Dash H&W Team All staff	Planning time PPA	Ongoing throughout the year	Reviewed planning Curriculum map Pupil discussions Parent, pupil and staff questionnaires	Assemblies across school and appropriate story books shared with children celebration calendar. Various story books used during Health and Well-being work to provide examples of diversity. Women's Aid visit promoting Gender equality. Spectrum workshops.	Assemblies X (Twitter), Planning Pupil books Google sites
To use our own and other local, regional and national information and research to build a full picture of differences in achievement between pupils from protected groups	SLT Assessment leader Governors	Analyse information – time	Spring term 2024	Trends information School trackers Equalities policy	Pupil progress meetings Pupil discussions	HT report to GB Curriculum, standards Evaluation Minutes

						Pupil Progress records
LACE lead to attend LACE forums for updated information and advice and support.	LACE lead	Termly meetings	Autumn 23 Spring 24 Summer 24	Attendance at forum	Minutes	Minutes – actions following meetings
To provide regular staff training opportunities to ensure staff's knowledge and understanding is up to date and also to respond to any current issues	LH, H&W Team	INSETs	Ongoing throughout the year	Staff training records	Inclusion training for TAs to ensure good knowledge around various disabilities. Medical needs training. Visual and hearing Impairment training planned. LACE forum ALNco forum	CPD records
Celebrate a variety of calendar events – special interest days and ensure assemblies take place to highlight awareness and diversity. Assemblies to be delivered on children's rights – right of the month (included on newsletters)	Jenna Dash H&W Team All staff SLT	Inset session to plan calendar events	Autumn term 2023 Spring 24 Summer 24	Calendar map Planning Pupil discussions Assemblies	Black History Month Diwali Children in Need World Children's Day Remaining Autumn Term – Hanukkah Christmas	X (Twitter) Planning Right Council Minutes Newsletters
Seek out specialist activities for those with protected characteristics where appropriate (sporting events, clubs etc)	All staff H&W Team	Preparation time PPA	Termly ongoing	Pupils discussions Curriculum events Clubs	Wheelchair inclusion (Y5) visit to school	Photos – Goggle Sites (Y5)
Rights Council to ensure all pupils make a positive contribution to the school and monitor activities which promote equality	Health and well being team Pupils All staff	Half termly meetings	Half termly group meetings	Pupil discussions Minutes School website X (Twitter) School newsletter School prospectus	INSET planned	

and diverse representation.	Head teacher and deputy head					
Regular pupil discussions and progress meetings to monitor and act on any trends or patterns in inequality	SLT Teachers	Half termly meetings Staff cover HLTA	Half termly	Pupils discussions Books Staff discussions	Learning Reviews planned autumn, spring and summer term	
Develop inclusive classrooms and outdoor areas that promote diversity	ALNco Governors All staff	Inset sessions for ALN termly	Autumn term Spring summer	Classroom displays Books available Curriculum planning Outdoor area Classroom ALN presentation	Inclusion training for TAs	CPD records
Use of books and social stories that promote diversity and equality	Communication team	PPA Planning time Inset sessions	Termly sessions	Pupil discussions Inset minutes Pupil books Planning	Appropriate stories shared with children and used for topics.	Planning
ALNet. All stakeholders will have an understanding of the statutory framework and the 5 principles (rights based approach, early identification, collaboration, inclusive education and bilingual system)	ALNCo All staff Parents Governors Pupils	Planning time Inset sessions	Ongoing	Inset minutes Presentations School website Pupil discussions Parent questionnaires Pupil and staff questionnaires	TAs to receive Training INSET to be delivered to teaching staff.	CPD Records