**Rumney Primary School**

**2023 - 2024**

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| **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. | | | | | | |
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| **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 and diverse representation. | Health and well being team Pupils  All staff  Head teacher and deputy head | Half termly meetings | Half termly group meetings | Pupil discussions  Minutes  School website  X (Twitter)  School newsletter  School prospectus | INSET planned |  |
| 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 |