**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 DashH&W TeamAll staff  | Planning time PPA  | Ongoing throughout the year  | Reviewed planning Curriculum mapPupil 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. | AssembliesX (Twitter), PlanningPupil booksGoogle 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 GBCurriculum, standards Evaluation MinutesPupil 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 TeamAll staff SLT  | Inset session to plan calendar events  | Autumn term 2023 Spring 24Summer 24 | Calendar map Planning Pupil discussions Assemblies  | Black History MonthDiwaliChildren in NeedWorld Children’s DayRemaining Autumn Term – HanukkahChristmas | X (Twitter) PlanningRight Council MinutesNewsletters |
| 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 newsletterSchool 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 displaysBooks available Curriculum planningOutdoor 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 TrainingINSET to be delivered to teaching staff. | CPD Records |