



*Individual Value; Valuing Individuals*

### Equality Action Plan and Objectives 2024 to 2027

| Equality Strand | Action/Objectives                                                                                                                                    | Monitoring and Evaluation                                    | Responsibility                                                    | Timeframe                                                                                                                | Success Indicator                                                                     |
|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|-------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| All             | All staff and governors and parents are aware of the policy and plan.<br>Communication of the policy and plan through meetings, and website          | Questions raised by staff, governors and parents             | Headteacher                                                       | Plan to be referred to the QEHS and the subsequent FGB. Then to be published on the website within a two week framework. | Stakeholders are familiar with the plan and policy and the principles held within it. |
| All             | Ensure that the curriculum promotes the cultural diversity in Britain (including race, gender and disability)                                        | Monitor the children's understanding of Britishness.         | Headteacher and all teachers                                      | On going                                                                                                                 | Children have a good understanding of the different groups in Britain today.          |
| All             | Monitor and analyse pupil achievement and progress by gender, background and disability and address with actions any trends or patterns in the data. | Achievement and progress data by gender, race and disability | Assessment co-ordinator, Curriculum co-ordinators and Headteacher | Termly                                                                                                                   | Analysis shows a narrowing gap for groups.                                            |

|     |                                                                                                                                                                               |                                                                                                                   |             |                   |                                                                                                                                                                  |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------------|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     | Arrange for any additional support for those groups.                                                                                                                          |                                                                                                                   |             |                   |                                                                                                                                                                  |
| All | Ensure representation of pupils in more able group reflects the makeup of the groups within school.                                                                           | Reports to Governors                                                                                              | Headteacher | Ongoing           | Data analysis shows that groups are working at greater depth.                                                                                                    |
| All | Ensure all pupils are given the opportunity to make a positive contribution to the life of the school through involvement in a wide range of activities offered by the school | Monitor attendance by gender, disability and race etc.                                                            | Headteacher | From Autumn 2024  | Diversity of attendance of school activities                                                                                                                     |
| All | Identify, respond and report racist incidents to the governing body on a termly basis                                                                                         | Through HT report to FGB                                                                                          | Headteacher | Ongoing           | Nil report to FGB                                                                                                                                                |
| All | Promote an understanding of the major cultural events within Britain through assemblies, visitors, visits and displays as well as the curriculum                              | Assemblies, lesson observations, photographs on the website and HT report on extra-curricular events to governors | Headteacher | Ongoing           | Children have a good understanding of the different groups that represent the people of Britain                                                                  |
| All | Promote Governor vacancies by leaflet                                                                                                                                         |                                                                                                                   |             |                   |                                                                                                                                                                  |
| All | Create links with other schools with a greater diverse demographic.                                                                                                           | Child interviews                                                                                                  | SLT         | From January 2025 | Children form positive relationships, widening their life experiences and knowledge, with children from different ethnic and cultural backgrounds to themselves. |