



## Equality Objectives & Action Plan 2024 – 2028

<b>Objective 1: To raise attainment of girls in reading.</b>				
<b>Rationale for Objective 1</b>	<b>Success Criteria</b>	<b>Governor Involvement</b>	<b>Monitoring &amp; Evaluation Methods</b>	<b>Reporting Progress</b>
Reading data shows that our girls perform: <ul style="list-style-type: none"> <li>slightly below National in EYFS</li> <li>below Notts. LA in Y2</li> </ul> <b>Protected characteristics covered:</b> <ul style="list-style-type: none"> <li>gender</li> </ul>	Girls' attainment data is in line with National at the end of EYFS and in line with Notts. LA at the end of Y2.	Nominated link governor- equality & inclusion  Focused governor visits	Review of this action plan (termly)  Monitoring (MSRs)  Pupil Progress meetings  Data analysis – termly data headlines	SEF  School Improvement Plan  Head Teacher Report to Governors
<b>Actions</b>	<b>Timelines</b>	<b>Staff responsible</b>	<b>Resources-Time/CPD</b>	<b>Resources-Financial</b>
1.1 Host a phonics and reading curriculum presentation to parents.	Autumn 2024	English lead	Staff's time after school	
1.2 Monitor teaching of phonics.	Termly	English lead	Subject Leader time	
1.3 Monitor teaching of early reading.	Termly	English lead	Subject Leader time	
1.4	Autumn 2024	English lead	Subject Leader time	

Audit parents' knowledge before/after the presentation evening.				
1.5 Monitor attainment termly.	Termly	SLT & teachers	Pupil Progress meetings	

## Objective 2: To raise the profile of British Values and Protected Characteristics.

Rationale for Objective 2	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p>To make all members of our community feel welcomed. There is a need open up dialogue and communication opportunities around specified British Values and Protected Characteristics.</p> <p>Children should be taught about the different British Values and Protected Characteristics and be supported in their understanding and acceptance of differences.</p> <p>Staff need to feel confident in their teaching and discussions around British Values and Protected Characteristics.</p> <p><b>Protected characteristics covered:</b></p> <ul style="list-style-type: none"> <li>• All of them</li> </ul>	<p>Images on display reflect diversity.</p> <p>Floor books reflect British Values and Protected Characteristics.</p> <p>CPD will take place for all staff.</p> <p>British Values &amp; Protected Characteristics posters are displayed in every classroom and the school hall.</p> <p>British Values and Protected Characteristics are referred to during assemblies.</p> <p>Children understand what the term 'Protected Characteristics' means and how this is relevant to our community.</p> <p>Staff have a clear and consistent definition for each British Value and Protected Characteristic.</p>	<p>Nominated link governor- equality &amp; inclusion</p> <p>Focused governor visits</p>	<p>Review of this action plan (termly)</p> <p>Monitoring – lesson drop ins, floor books, pupil and adult voice (MSRs)</p> <p>Audit – adult and pupil voice (pre &amp; post).</p>	<p>SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p>

Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
2.1 Audit children's understanding of what British Values and Protected Characteristics are.	Autumn 2024 (pre) Summer 2025 (post)	HT/Respect lead	Subject Leader time	
2.2 British Values and Protected Characteristics posters are up in every classroom and in the hall.	Autumn 2024	HT	HT time	
2.3 Assemblies refer to British Values and Protected Characteristics. This is detailed each week in the school newsletter	Termly	HT	HT time	
2.4 Subject leaders to map British Values across the curriculum.	Autumn 2024	Subject leaders	Subject Leader time	
2.5 Subject leaders to map Protected Characteristics across the curriculum.	Spring 2025	Subject leaders	Subject Leader time	
2.6 Agree consistent definitions for each of the British Values and Protected Characteristics.	Spring 2025	HT	Staff meeting	
2.7	Spring 2025 onwards	HT & Class Teachers	Staff meeting (Spring 2025) Ongoing (termly)	

Floor books and displays reflect the British Values being covered in the curriculum.				
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<b>Objective 3: To further embed an inclusive ethos which underpins our school vision and values.</b>					
<b>Rationale for Objective 1</b>	<b>Success Criteria</b>		<b>Governor Involvement</b>	<b>Monitoring &amp; Evaluation Methods</b>	<b>Reporting Progress</b>
<p>To maintain and extend opportunities for 'Pupil Voice' – creating a safe environment where pupils can speak about any issues, ensuring that as a school, we are aware of all potential barriers and use pupil voice to help further develop our policies and practice to embed a positive sense of belonging for all.</p> <p><b>Protected characteristics covered:</b></p> <ul style="list-style-type: none"> <li>gender</li> <li>race</li> <li>religion</li> </ul>	<p>School Ambassadors meet with linked staff and feedback pupil voice.</p> <p>Assemblies and Respect curriculum provide information and opportunity for pupil discussion, questions and challenging of ideas and prejudices</p> <p>All school events are scrutinised through a DEIB lens.</p>		<p>Nominated link governor- equality &amp; inclusion</p> <p>Focused governor visits</p>	<p>Review of this action plan (termly)</p> <p>Monitoring (MSRs)</p>	<p>SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p>
<b>Actions</b>	<b>Timelines</b>	<b>Staff responsible</b>	<b>Resources-Time/CPD</b>		<b>Resources-Financial</b>
<p>3.1</p> <p>Establish these school ambassadors:</p> <ul style="list-style-type: none"> <li>Class</li> <li>ECO</li> <li>Science</li> <li>Sports</li> </ul>	Autumn 2024	<p>EB/LM (Class)</p> <p>DH/JB (Eco)</p> <p>TM (Science)</p> <p>LB (Sports)</p>	Subject Leader time		

3.2 Display our school ambassadors (school hall) and introduce them via Class Dojo/newsletter	Autumn 2024	HT	HT time	
3.3 Promote our school ambassadors on the school website and update after each meeting	½ termly	HT	HT time	
3.4 Whole school assemblies used to promote the school ambassadors, listen to all children’s views and feedback.	Autumn 2024 onwards	EB/LM (Class) DH/JB (Eco) TM (Science) LB (Sports)	Subject Leader time	
3.5 DEIB parent consultation group meet regularly to ensure that all school events are as inclusive as possible	Autumn 2024 onwards	HT, SENCO & DEIB parent consultation group	DEIB consultation meeting (termly)	