



Sutton on Trent Primary and Nursery school

Equality Action Plan 2022 – 2025

Diversity 	All members of our school community will develop a strong sense of self and an understanding of the diverse world in which we live. Through this they will embrace their role in local, national and global communities.
Equality 	All members of our school community will understand that all people are equally valued, respected and deserve to be treated fairly. They will have high aspirations for themselves and others.
Impact 	All members of our school community will understand that they have the capacity to change the world in which we live. By learning from the past and exploring the possibilities for the future they will become the changemakers of tomorrow.

Objective	Actions	Intended Outcome	Staff lead	Timescale
To provide equal opportunities for all learners, promoting good progress and outcomes for all.	Monitor the progress and attainment of pupils by groups including gender, race, EAL, background disability to identify gaps and trends.	Any significant trends are identified and practice is adapted – through classroom provision or specific intervention Individual children can be targeted/invited to attend extra curricular provision.	JH	Ongoing
	Participation in school clubs, including sports teams is monitored by key groups			
	Pupil premium funding is used to ensure all pupils have access to the wider curriculum, including visits and trips to expand their understanding beyond their own cultural experiences.	The curriculum, including enhancements, is fully inclusive and accessible for all pupils.		
	Audit and amend the school grounds and facilities to ensure they are inclusive for all, including those with disabilities. Take feedback from visitors to the school site.	All pupils, including those with SEND, are able to utilise all areas of the school, including the grounds	JB	Autumn 2022
	Incidents of bullying or disagreement between pupils and families are monitored for any discriminatory language and viewpoints, including racism and homophobia. Incidents will be logged on CPOMS and reported to governors.	Staff are able to tackle discrimination when it occurs through mediation and direct teaching. Incidents of prejudice against others are rare and reducing. Pupils are aware of language that should and should not be used towards each other.	All	Ongoing
	To ensure the school meal service provides meals suitable for all race and faith groups/ Liaise with NCC and school cook, amending menus if necessary	All pupils and staff can access meals at school.	JH	Ongoing.
To promote equality and belonging within the learning environment and school curriculum.	Ensure the curriculum, displays, learning resources (digital and physical), library and classroom books represent a diverse society. Audit early years resources, and book collections to identify budget costs.	All pupils will feel represented in our school, fostering a sense of belonging for all.	JH	Audit 2022
	Display assembly texts in entry way to include parents, governors and visitors in school focus.	Diversity is 'usualised' and can be included in learning resources without having to be the focus of the learning.		Improve and embed through 2023-2025

	Review English reading spine, plotting connections to the protected characteristics, identifying gaps and adjusting where necessary. To review the school uniform policy, removing gender stereotypes. Ensure the wider school curriculum are aware of the school focus on BEDI. Use of school website, newsletters, curriculum maps and special events. Annual parent, governor and pupil questionnaires are used to identify areas of need and development.	The English curriculum and reading spine present class teachers with clear opportunities to teach about the protected characteristics within core learning. Gender references are removed from the uniform expectations allowing all pupils to dress in school uniform items of their choice. All members of the school community are able to articulate the school focus on Equality, Diversity and Impact and understand the methods that are used within school.		Review Sept 2023 making adjustments for Sept 2024 Autumn2022 Ongoing
To foster tolerance, understanding and respect by teaching the children beyond their own experiences.	Weekly assemblies following the diversity calendar focussing on commemorative days/months Weekly class assemblies using Assembly pictures with direct links to British Values Half termly No Outsiders lessons for all pupils Weekly PSHE lessons using the Twinkl scheme. Weekly RE lessons that teaches pupils about a range of people's, cultures and belief systems. Staff CPD/staff meeting time for training (initially No Outsiders) and curriculum development. Annual staff questionnaires to gauge confidence and identify areas of CPD requirement.	All pupils will understand diversity that exceeds their personal experiences. They will be aware of a range of ethnicities, faiths, cultural practices, disabilities, sexual orientations and family types and demonstrate the school value 'We welcome everyone' and be able to talk about the No Outsiders motto 'Everyone different, Everyone Equal, Everyone Welcome'. Diversity will have been 'usualised'. All staff will feel enabled and supported to deliver this teaching to pupils at an age appropriate lesson. The head teacher is able to plan CPD to meet needs of the school.	JH GJ JH JH	Establish Autumn 2022 Embed Autumn 2023 Refine Autumn 2024