



St Nicholas' Primary and Nursery School – Equality Plan 2022-2024

In line with the school ethos, values and priorities, the governing body has agreed the following Equality Objectives: The school recognises that Positive Action provisions in the Equalities Act 2010 allow us to target measures that are designed to alleviate disadvantages experienced by, or to meet the particular needs of, pupils with particular protected characteristics.

| Equality Objective and Aims | Actions to be taken | Timescale | Lead responsibility | Monitoring and success indicators |
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| <p>School culture and ethos and policies Use values assemblies to promote equality and policies to reflect the school community</p> | <ul style="list-style-type: none"> • Use Values assemblies and Values weeks to address issues of diversity and disability • Follow school SRE policy following DfE guidelines and reflecting the diverse nature of the school community • Ensure all staff, governors understand the Equality policy and is published on the website. | <p>Weekly</p> <p>Governors to ensure that RSE policy is being followed</p> | <p>Governors/SLT</p> <p>Head teacher</p> | <p>Language of values clear in classrooms and from conversations around school</p> <p>Parents informed clearly on website.</p> |

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| <p>Teaching and learning Ensure teaching and the curriculum explores and addresses issues of diversity and disability.</p> | <ul style="list-style-type: none"> • Whole school review of curriculum ensuring it reflects the broad and balanced nature of the school. • Review our reading books to ensure they reflect our school community • Track Pupil progress for EAL, SEND and all identified groups and monitor progress. • Planning and development of forest school area to support outdoor curriculum for all. • Use of new MUGA to ensure greater opportunities for all to take part in team games as part of curriculum | <p>Autumn 2022- Summer 2024</p> <p>Ensuring Forest School remains in use to effectively support enriched curriculum</p> | <p>Subject leaders</p> <p>Reading lead</p> <p>Assessment lead</p> | <p>Analysis to be discussed with governors. Patterns trends, and support to be identified.</p> |
| <p>Eliminate discrimination Promote positive and challenging environment</p> <p>Equality Duty: (Race, gender, disability)</p> | <ul style="list-style-type: none"> • Use of Positive language around the school and relevant training for staff • PSCHE/P4C around discriminatory language. • To monitor incidents that may be described as homophobic, racist, sexist, bullying, transphobic or humiliation. | <p>Staff Meeting time Autumn 2022 (all staff teams) planned throughout year and reviewed in Summer 2024</p> <p>Termly</p> | | <p>Report to governors in FGB meeting and LA, monitor trends.</p> |
| <p>Community and Parental engagement Celebrate diversity</p> <p>Pupils-parents voice.</p> | <ul style="list-style-type: none"> • Encourage parental and community participation international evening, festivals, FOSNs, Black history month | <p>FOSNs work alongside staff on all events</p> | <p>HSLW</p> | <p>Monitor activity and impact of engagement</p> |

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| <p>Informing Parents</p> | <ul style="list-style-type: none"> Parents and children's and local community views through various formal and informal activities, including trying to engage under-represented groups. Coffee mornings to explicitly invite focus parents Clear Information available on website. Alternative methods of information available, verbally from staff, letters and through telephone. | <p>October 2022 – FOSNs AGM</p> <p>From September 2022: all events reinstated post covid</p> | <p>School office staff</p> | <p>Monitor feedback and respond through appropriate activities, policy change or engage</p> <p>Monitor and review methods</p> |
| <p>Equity and Excellence for all</p> <p>Increase Life Opportunities for all</p> <p>Wider Opportunities for disabled children (disability act)</p> | <ul style="list-style-type: none"> Ensure all children have opportunity to participate in ASC /Trips /Residential trips Have sports activities that meet the needs of all children Ensure CIRB and all SEND children have suitable provision of wider curriculum activities | <p>From Autumn 2022 until Summer 2024</p> <p>Pupil premium Champion appointed to ensure all PP children have access to clubs, enrichment</p> | <p>SLT Governors</p> | <p>Benchmark and analysis of different groups</p> <p>Sports Premium team to identify and support all groups</p> |
| <p>Supporting staff</p> <p>Staff voice</p> | <ul style="list-style-type: none"> Governors to ensure non-discriminatory recruitment employment Policy and practice Yearly staff survey , Blue sky thinking day, staff meetings, curriculum groups | <p>September 2022 – Summer 2024</p> | <p>Governors-HT</p> <p>Governors-HT</p> | <p>Monitor process and governor training.</p> <p>Feedback from CDG, Head teacher report and staff survey</p> |