



Equality Objectives Action Plan – 2024 – 2028

Public Sector Equality Duties (PSED): eliminate unlawful discrimination, harassment, or victimisation (EUDHV); equality of opportunity (EO); fostering good relations (FGR)

PSED	Protected Characteristic/ Equality Group	Aim	Objective	Target Group(s): e.g. whole school, girls, boys, SEN, staff	Action	Who is responsible?	Dates from and to:	Indicator of Achievement
All aims of duty	ALL	To equality impact assess all policies procedures and practices with emphasis on the attainment levels of pupils and students from vulnerable groups	To enable the school to address the needs of diverse and vulnerable groups at risk of disadvantage and set priorities accordingly	WHOLE SCHOOL	Undertake Equality Impact Assessments on those policies, procedures and practices which remain outstanding	GOVERNORS	SEPTEMBER 2024	All policies, procedures and practices equality impact assessed and action points identified and recorded
All aims of duty	ALL	Ensure displays and other images in the school to reflect and promote diversity in terms of the equality groups	For pupils to have positive visual images throughout their education which show and promote diversity	All staff, pupils and visitors	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity Ensure curriculum promotes role models and heroes that young people can identify with, which reflects the school's diversity in terms of the equality groups.	ALL STAFF	SEPTEMBER 2024	More diversity reflected in school displays across all year groups. Increase in pupils' participation, confidence and achievement levels

Advance equality of opportunity	SEND/PP	To ensure that all SEND/PP make expected progress in line with non-SEND/PP pupil	Improve progress of SEND/PP pupils in school	SEND/PP	Support plans and PP plans are specific to each individual and provision needs are met. Data is monitored, provision adapted to meet each child's needs. Staff training	SENCO	SEPTEMBER 2024	Increase the progress of SEND children
Advance equality of opportunity	ALL	To deliver a curriculum that promotes opportunity for all children regardless of gender, race, sexuality and disability	Continuous review the current curriculum Nursery – Y6	ALL	Review coverage and progression in the current curriculum Review Intent – why do we do what we do for our children? How does our curriculum support the needs and context of our children? Make links and connections to support knowledge & skills development and retention Review implementation to ensure it is effective for all of our children and not biased to any equality specification Review impact of the re-organised curriculum	HT/DHT/SUBJECT LEADS	SEPTEMBER 2024	Curriculum coverage and progression is evident in each year group Learning is connected Knowledge & skills are relevant to all children
Date Action Agreed:		SEPTEMBER 2024			Date Agreed for Review:		SEPTEMBER 2028	