

# Priestsic Primary and Nursery School – Equality Objectives 2022 – 2026



Equality Action Plan Rationale for Objective 1:	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p>Our curriculum content and resources are not fully representative of wider society. The general equality duty requires us to foster positive relations between different groups.</p> <p>Protected characteristics covered: race/religion</p>	<p>Children in all year groups will have increased opportunities to develop a strong sense of their identity and the potential for prejudice-based bullying will be effectively addressed</p> <p>Stereotypes will be challenged.</p> <p>Staff will be more aware of antiracism, unconscious bias and curriculum content and resources will be more inclusive/representative</p> <p>Children will know about and value each other's cultures and religions</p>	<p>Nominated link governor- equality &amp; inclusion</p> <p>Focused governor visits</p> <p>Finance Committee (oversight of training &amp; resource budget)</p> <p>T&amp;L Governor has oversight of curriculum</p>	<p>Review of this action plan (termly)</p> <p>Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews.</p> <p>Through conversations with children (pupil voice questionnaires)</p>	<p>School SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p>
Objective 1: To promote cultural understanding and awareness of different races and religious beliefs between different ethnic groups within our school community and wider community				
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
1.1 Staff CPD focused on unconscious bias/ EDI/anti-racism/ the inclusive curriculum	Autumn 2022 – Summer 2023	AM	Anti-racism Toolkit Introductory webinar Staff meetings x 2 NCC Anti-racism Toolkit	
1.2 Audit current resources/provision through our curriculum offer for each subject area with regard to the protected characteristics of race and religion	Autumn 2022 (with some audits taking place during curriculum development Spring 2023)	AM and Subject Leads	Staff meeting Subject Leader time	Budget to be identified for resources
1.3 Introduce real experiences of different faiths and religions through visitors to school and children visiting different places of worship (a different experience in each year group) with the objective of an acceptance and understanding of differences with the ultimate aim of working together.	Autumn 2022 – Summer 2023	AM All teachers		PP trip costings
1.4 Consciously include key texts and lessons which challenge racial and religious stereotypes and are representative of modern-day society.	Spring 2023 onwards	All staff		Budget to be identified for resources
1.5 Consult pupils and parents/carers re the impact of the implemented changes through a survey/questionnaire	Spring 2023 – Summer 2023	AM Equality Governor	Focus group/survey School Council meeting	
<b>Future Developments</b> Establishment of focus group to include representation from all stakeholder groups to further embed EDI across the whole school Develop a Diversity Champions Group	Autumn 2023 – Summer 2023	Equality Governor AM		

Equality Action Plan Rationale for Objective 2	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p>Outcomes for boys writing across school is lower than girls – across all year groups in Key Stage 2 especially.</p> <p>Pupil voice with Years 5 and 6 suggest boys ‘don’t like’ writing</p> <p>Protected characteristics covered: Gender</p>	<p>GPM –girl power maths groups established- support offered by peers and staff across school.</p> <p>Boys in all year groups will have opportunities to build their confidence in writing- issues around self-esteem addressed</p> <p>Stereotypes will be challenged around men in the ARTs subjects</p> <p>Staff will be more aware of unconscious bias and curriculum content and resources will be more inclusive/representative through training and research</p>	<p>Nominated link governor- equality &amp; inclusion</p> <p>Focused governor visits</p> <p>T&amp;L Governor has oversight of curriculum</p>	<p>Review of this action plan (termly)</p> <p>Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews</p> <p>Through conversations with children (pupil voice questionnaires)</p>	<p>School SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p>
<b>Objective 2</b> To raise the attainment of writing with boys				
Actions	Timelines	Staff Responsible	Resources – Time/CPD	Resources – Financial
2.1 Explore practical ideas for engaging boys and reluctant writers.	Autumn 2022 – Summer 2023	AM JS – English Lead	Staff meetings x 2	Budget to be identified for staff meetings
2.2 Examine the use of film to inspire writing. Develop confidence in the use of drama techniques which really make a difference to the quality of pupils’ writing.	Autumn 2022	AM JS – English Lead	Staff meeting Subject Leader time	Budget to be identified for resources
2.3 Consider key messages from current research and examples of good practice.	Spring 2023 onwards	JS – English Lead		Budget to be identified for resources
2.4 Consult pupils and parents/carers re the impact of the implemented changes through a survey/questionnaire	Summer 2023	AM JS – English Lead	Focus group/survey Take Care of Ourselves Reps Diversity Champions	

Equality Action Plan Rationale for Objective 3	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p>Our school has lots of roles and responsibilities and extra curriculum activities on offer but the uptake by EAL and SEND children is low. Ofsted left us with the target of improving attendance – with a particular focus on PP children (47% of persistent absentees are PP children)</p> <p>Protected characteristics covered: race and disability</p>	<p>EAL and SEND pupils represented on the school council and eco council.</p> <p>EAL and SEND pupils applying for and being successful in securing a role and responsibility within school (e.g. reading ambassador, digital leader, lunch bunch etc.)</p> <p>A diversity champions group has been set up to ensure all pupils are given the chance to be represented in school.</p> <p>An improvement in attendance can be seen – particularly with PP children. PP children more enthused about coming to school because of the roles and responsibilities they have within school and are proud of the contribution they are making.</p>		<p>Nominated link governor-equality &amp; inclusion</p> <p>Focused governor visits</p> <p>T&amp;L Governor has oversight of curriculum</p>	<p>Review of this action plan (termly)</p> <p>Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews</p> <p>Through conversations with children (pupil voice questionnaires)</p>	<p>School SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p>
Objective 3 To ensure all pupils are given the opportunity to make a positive contribution to the life of the school					
Actions	Timelines	Staff Responsible	Resources – Time/CPD		Resources – Financial
3.1 School council and eco school elections to held after lessons on democracy and inclusion have been delivered	Autumn 2022	AM All teachers			
3.2 Interviews for the roles and responsibilities should be selected from a wide range of pupils to ensure diversity.	Autumn 2022	AM JS – English Lead	Staff meeting Subject Leader time		
3.3 More focused monitoring of involvement of all pupils in extra-curricular life of the school, with active promotion/encouragement to engage certain pupils where appropriate.	Spring 2023 onwards	AM			
3.4 Consult pupils and parents/carers re the impact of the implemented changes through a survey/questionnaire	Summer 2023	AM	Focus group/survey Take Care of Ourselves Reps Diversity Champions		
3.4 Attendance is to be celebrated within Values Assembly – awards to be given to classes with 100% attendance. Every half term, children with 100% attendance will receive an award and a chance to win a bike at the end of the year.	Spring 1	GD (attendance officer) and HT			