



Equality
ACTION PLAN 2021 - 2024

Date:	September 2021	Subject/Focus Area:		Equality	Completed by:		IJ and SLT
Objective	Action(s)	Staff	Resources (including costs)	Start date	Review or Finish date	Success criteria	Monitoring Procedures
To promote and broaden the children's understanding and respect for difference	<p>Continue to identify opportunities in the curriculum where children can broaden their understanding e.g. other cultures, other countries, famous people from ethnic minority groups, religious festivals etc.</p> <p>Use R-Time to explore equality within the context of school, the wider community, the UK and the world.</p> <p>Use assemblies to explore themes around equality and diversity e.g. assemblies on protected characteristics</p> <p>Use PTFA events to celebrate diversity and equality e.g. International Food Evening</p>	All staff	N/A	Autumn 2021	Ongoing	<p>More community events which celebrate different cultures, beliefs and Religions</p> <p>Children have increased access to lessons, experiences and assemblies which recognise and celebrate equality and diversity</p>	Ongoing by SLT and Governing Board
To further develop provision for children whom English is an Additional Language (EAL), especially children who have very recently arrived in the country	<p>Audit of provision for EAL children and specific actions linked to where there are areas to develop</p> <p>Active engagement with Local Authority and any training opportunities</p> <p>Continuation of staff training on EAL Provision for children new to their classes</p> <p>Use of EAL Toolkit when children arrive new to school from another country.</p>	<p>Led by EAL Lead</p> <p>All staff involved</p>	Release Time for EAL Lead	Autumn 2021	Ongoing	<p>Staff to have increased confidence with EAL</p> <p>Provision Language rich environments in classrooms and around school</p>	LC and RH



To further enhance staff awareness and understanding of equality and diversity	Provide specific training for all staff around the themes of equality and diversity; including training around curriculum resources which can be used effectively in the classroom.	Actioned by IJ All staff involved	Lead Trainer £500	Autumn 2021	Ongoing	All staff have an enhanced understanding of equality and diversity and have the confidence to deliver key lessons.	Ongoing by SLT and Governing Board
To engage with local communities and partner schools	Establish greater links with inner city Derby Schools; including visits Establish links with schools in a different country e.g. Tanzania (Connecting Classrooms project) Visit different places of worship in Derby City and/or invite workshops into school via the Multi Faith Centre.	All staff	Transport	Autumn 2021	Ongoing	Children to have greater understanding and awareness of social and cultural differences both locally and in different countries	Ongoing by SLT and Governing Board
To diminish the attainment gap between different groups of children in school	Different groups form basis of discussion in termly Pupil Progress Meetings Provision is put in place for children with specific needs who have specific barriers to learning e.g. EAL, SEND	All Staff including SENDCO	N/A	Autumn 2021	Ongoing	Diminishing attainment gap between different groups of children	Ongoing by SLT and Governing Board
Increase the number of pupils with SEND participating in extra-curricular sports activities	Actively encourage pupils with SEND to attend after school clubs Register for 'plus' events (when COVID restrictions are lifted) Actively encourage pupils to participate in competitive events (when COVID restrictions are lifted)	All teaching staff	Travel to DCCT events	Autumn 2021	Ongoing	Increase in the number of children attending DCCT 'Plus' events.	PE Leaders
Reduce the number of persistent absentees for pupils with EHCPs so that it	Half termly attendance analysis of data for pupils with EHCPs When appropriate, meetings with parents Regular	Attendance Officer	Attendance Officer salary	Ongoing		Persistent absenteeism of EHCP children to fall below national average (19.8% in 2019)	IJ and Attendance Officer



is in line with national average (bear in mind the last data collection was pre-covid)	Attendance celebrations Appointment of Attendance Officer					
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