



In line with the Public Sector Equality Duty, this action plan evidences how we will give due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

**ACTION PLAN 2022 – 2025**

<b>Date:</b> September 2022		<b>Subject/Focus Area:</b> Equality		<b>Completed by:</b> IJ and SLT			
<b>Objective</b>	<b>Action(s)</b>	<b>Staff</b>	<b>Resources (including costs)</b>	<b>Start date</b>	<b>Review or Finish date</b>	<b>Success criteria</b>	<b>Monitoring Procedures</b>
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, Rainbow Flag. Continued PTFA events which welcome the whole community.</p>	All staff	N/A	Autumn 2022	Ongoing	<p>Continued community events which incorporate 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



<p>To further develop provision for children whom English is an Additional Language (EAL), especially children who have very recently arrived in the country</p>	<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>	<p>Release Time for EAL Lead</p>	<p>Autumn 2022</p>	<p>Ongoing</p>	<p>Staff to have increased confidence with EAL</p> <p>Provision Language rich environments in classrooms and around school</p>	<p>LC and RH</p>
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<p>To further enhance staff awareness and understanding of equality and diversity</p>	<p>Provide ongoing 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 e.g. Reading texts.</p>	<p>Actioned by IJ  All staff involved</p>	<p>Lead Trainer £500</p>	<p>Autumn 2022</p>	<p>Ongoing</p>	<p>All staff have an enhanced understanding of equality and diversity and have the confidence to deliver key lessons.</p>	<p>Ongoing by SLT and Governing Board</p>
<p>To engage with local communities and partner schools</p>	<p>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.</p>	<p>All staff</p>	<p>Transport £1000</p>	<p>Autumn 2022</p>	<p>Ongoing</p>	<p>Children to have greater understanding and awareness of social and cultural differences both locally and in different countries.</p>	<p>Ongoing by SLT and Governing Board</p>
<p>To diminish the attainment gap between different groups of children in school</p>	<p>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. Use of Birmingham Toolkit.  Engage in Local Authority SEND Audit.</p>	<p>All Staff including SENCO</p>	<p>N/A</p>	<p>Autumn 2022</p>	<p>Ongoing</p>	<p>Diminishing attainment gap between different groups of children.</p>	<p>Ongoing by SLT and Governing Board</p>



	<p>Increase the number of pupils with SEND participating in extra-curricular sports activities</p>	<p>Actively encourage pupils with SEND to attend after school clubs.</p> <p>Register for 'plus' events with DCCT and actively encourage pupils to participate in competitive events.</p>	<p>All teaching staff</p>	<p>Travel to DCCT events</p>	<p>Autumn 2022</p>	<p>Ongoing</p>	<p>Increase in the number of children attending DCCT 'Plus' events and after school clubs.</p>	<p>PE Leaders</p>
	<p>Reduce the number of persistent absentees for pupils with EHCPs, SEND, EAL and PP so that it is in line with local and national averages</p>	<p>Half termly attendance analysis of data for vulnerable groups (e.g. EHCP, SEND, EAL and PP.)</p> <p>When appropriate, conduct supportive meetings with parents around attendance.</p> <p>Attendance celebrations.</p> <p>Appointment of Attendance Officer.</p>	<p>Attendance Officer</p>	<p>Attendance Officer salary</p>	<p>Ongoing</p>	<p>Persistent absenteeism of vulnerable groups to fall so that it is in line with local and national averages.</p>	<p>IJ and Attendance Officer</p>	
	<p>Regularly review the Behaviour Policy so that it embodies the core values of the school and supports the elimination of discrimination.</p>	<p>Attend 7 Day training entitled 'Behaviour, is there another way?'</p> <p>Complete Trauma and Attachment Training (all staff).</p> <p>Review values of school and motto (currently 'Grow and Learn Together').</p>	<p>All teaching staff</p>	<p>N/A</p>	<p>Ongoing</p>	<p>New Behaviour Policy completed and shared with all stakeholders.</p>	<p>EE/MB/IJ/EE</p>	



Regularly review the Uniform Policy so that it embodies the core values of the school and supports the elimination of discrimination.	Compare and contrast other uniform policies from different schools.	EG and IJ	N/A	July 2023	New Uniform Policy completed.	IJ
Maintain up to date and informative section on the <a href="#">website</a> .	Compare and contrast other websites. Attend training for website compliancy at the Local Authority. Regular website audits to ensure we are meeting the required level of expectation.	EG and IJ	N/A	July 2023	Website meets audit compliancy standards.	IJ