

Action Plan
(updated in January 2026 – to be reviewed annually)

Equality Objective No 1

To eliminate discrimination, harassment and victimisation we will continue to oppose all forms of prejudice, including racism, antisemitism, homophobia, transphobia, biphobia, sexism, ageism and ableism.

OUTCOMES	MEASURED BY
<ul style="list-style-type: none"> Incidents of all of the above to be eliminated 	<ul style="list-style-type: none"> Analysis of behaviour logs

Activity	Lead	Progress Milestones (last updated Jan 26)
To ensure that displays in classrooms and corridors, and resources, promote diversity in terms of race, gender and ability	All staff Governors	<ul style="list-style-type: none"> Displays and resources promote diversity, Children and families can see themselves represented positively in the environment – Leadership team and diversity lead monitoring.
To identify, respond and report all incidents as per policy, to report the figures to the Governing Body on a half-termly basis	All staff Headteacher Governors	<ul style="list-style-type: none"> Incidents responded to SLT as per policy and reported to Governors half termly with actions taken – Leadership team monitoring, Behaviour CPD, Governors minutes.
To ensure opportunities arranged within school have an appropriate balance between girls and boys, particularly in sporting events	Headteacher Governors PE Lead Sports Specialist Clubs coordinator	<ul style="list-style-type: none"> See year plan and enrichment plan including sports – monitored by AHT Curriculum.
To ensure pupils with a disability are actively involved in school activities, eg clubs. To ensure there is effective transition between classes and schools.	SENDCO Headteacher Governors PE Lead Sports Specialist Clubs coordinator	<ul style="list-style-type: none"> Specialist clubs available for children with SEND alongside involvement in other clubs as appropriate with relevant support.
To celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities	RE/PSHE Leader	<ul style="list-style-type: none"> See collective worship planner and PSHE/ RE and enrichment Curriculum – monitored by Leads and SLT

Equality Objective No 2

To advance equality of opportunity between different groups by refining the way we collect and analyse data around the curriculum and assessment frameworks, particularly around specific groups, e.g. disadvantaged pupils

OUTCOMES	MEASURED BY
<ul style="list-style-type: none"> • Pupils from all groups attain well and make at least expected progress from their individual starting points • Outcomes for disadvantaged pupils match or exceed other pupils nationally • Outcomes for CIC and CPIC continue to improve, and any attainment gaps are closing. • Pupils' individual needs are addressed, particularly those most vulnerable including disadvantaged, SEND, CIC, CPIC, young carers and children with a social worker 	<ul style="list-style-type: none"> • Outcomes for each year group • Outcomes at the end of EYFS, KS1 and KS2 • Progress towards individual targets • EHCP and PEP targets and outcomes from review meetings

Activity	Lead	Progress Milestones (last updated Jan 26)
Monitor pupil outcomes across the school and alert individual teachers, year groups and school leaders where potential under-performance is identified	SLT Assessment Lead Governing Body	<ul style="list-style-type: none"> • See monitoring on Year Plan, monitoring reports and minutes from Learning and Standards meetings with staff (half-termly)
To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in data that require additional support	SLT Assessment Lead Governing Body	<ul style="list-style-type: none"> • See Governors minutes and data provided by Assessment Lead to Governors including training sessions for Governors on how to analyse data
Be as flexible and responsive to needs as possible Review the pupil cohort and identify potential additional pupils and families who may benefit from this support Explore options of more effective use of support staff to increase the capacity of the resource and develop the independence of pupils with SEND	SLT Assessment Lead Governing Body Senior MH Lead SENDCO	<ul style="list-style-type: none"> • See staff timetables and staffing structure, intervention records and Learning and Standards discussions, individual provision maps and records of pastoral and wider family support

To ensure all pupils are given the opportunity to make a positive contribution to the life of the school	SLT Governing Body Pupil Council Lead Class teachers	See pupil council minutes, wider community opportunities (on website and X), class roles and jobs
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Equality Objective No 3

To foster good relations, we want to provide more opportunities for pupils to appreciate their own culture and celebrate the diversity of others

OUTCOMES	MEASURED BY
Variety of opportunities to learn about different traditions and cultures given	Participation in full range of activities and cultural events Fully implemented Long Term Plan

Activity	Lead	Progress Milestones (last updated Jan 24)
To celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities	RE/PSHE Leader	See collective worship planner and Curriculum – monitored by Leads and SLT
Carefully consider taught themes to ensure cultural balance	SLT Diversity Lead	See collective worship planner and Curriculum – monitored by Leads and SLT