

EQUALITY ACTION PLAN 2023/25

	To ensure equality objectives thread through the culture, ethos and curriculum of our school: embedding anti-racism and gender equality in our school.
Success Criteria:	<p><i>We will know we have engineered success when ...</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> Leadership at all levels understand their role and contribution to equality <input type="checkbox"/> We have a more accurate self-evaluation as a school of where we are at on the journey towards anti-racism and gender equality. <input type="checkbox"/> We have identified areas for staff CPD and have a plan in place to develop their understanding of anti-racism and gender equality. <input type="checkbox"/> We have researched and put in plans to become a 'rights respecting school'. <input type="checkbox"/> Recruitment procedures, policies and procedures are reviewed to allow for unconscious bias and to reduce the opportunities for bias in relation to anti-racism and gender equality.

Objectives	Lead Person	Milestones	Time scale	Monitoring and Evaluation			
				What	By whom	When	Outcome
1.To support senior leaders to 'catch the vision' towards an anti-racist and gender equal culture in school.	HT	<p>Leadership training:</p> <ul style="list-style-type: none"> • Attend leadership development training for school leaders (SLT): embedding anti-racism and gender equality in our school. <p>Training includes</p> <ul style="list-style-type: none"> • an increased understanding of the role of leaders in embedding an equality culture • an overview of the research developments in the field • an understanding of the relevant terms and definitions • an understanding of how to plan effective staff CPD • understanding the difference between diversifying and decolonising the curriculum • an understanding of how to critically evaluate commonly used resources and texts • practised empathetic listening • unconscious bias 	End of the 2023 year	Evaluate impact of CPD termly	HT	Termly	<p>Senior leaders have improved knowledge of the key areas outlined in training modules.</p> <p>This knowledge impacts on daily practices, policies, procedures, curriculum.</p> <p>Leaders 'catch the vision' for an improved culture of anti-racism and gender equality.</p> <p>The school achieves the Allegiance Award (stage one Educating for Equality Award).</p>

		<ul style="list-style-type: none"> the impact of anti-racism and gender equality policies on mental health and well-being of pupils and staff and on recruitment. 					
2. To ensure our curriculum design supports our children to develop their understanding of equality and speak out against any inequitable practices.	HT/ Curriculum lead	<p>Training (Easter INSET day) for all staff to include:</p> <ul style="list-style-type: none"> developing racial literacy de-biasing classroom practice developing curriculum provision dealing with racism in schools A shared vocabulary for supporting to deliver an ethos of equality 	End of the 2023/24 academic year	Evaluate the impact termly	SLT	Termly	<p>A culture of inclusion and justice is built.</p> <p>Curriculum planning addresses injustices</p> <p>Staff are equipped to play their part in the journey towards an anti-racist and gender equal school community</p>
3. To raise equality awareness with students and staff, through developing an understanding of children's rights.	HT/ Curriculum lead	<p><u>Leadership and management:</u></p> <ul style="list-style-type: none"> Begin the process of becoming a rights respecting school. The Rights Respecting School award is made known to children, staff and the wider school community. An audit is carried out to identify areas to develop and improve. The school community understand with precision which aspects need to improve. There is a shared understanding of the need for improving equality for children's education, well-being, school improvement, social justice and global citizenship. <p><u>Staff CPD:</u></p> <ul style="list-style-type: none"> Staff receive training focused on rights respecting school. <p><u>Teaching, Learning, Curriculum and Resources:</u></p> <ul style="list-style-type: none"> Curriculum planning and resources are reviewed to ensure that an anti-racist, gender equal approach is embedded and has sustainable impact 	End of the 2023/24 academic year	Evaluate the impact termly	SLT and curriculum leaders	Termly	<p>To raise equality awareness with students and staff, through developing an understanding of children's rights. The outcome of this is working towards becoming a rights respecting school</p> <p>An audit has identified areas of provision and procedures which need to change in order to embed an anti-racist and gender equal community.</p>