

St Mary's C of E Primary School Equality & Diversity Action Plan

Ref	Objective	Measured By	Activity	Lead	Progress Milestones
1	<p>PROMOTING EQUALITY – CURRICULUM</p> <p>Ensure that the curriculum intent has a focus and emphasis on a curriculum appropriate for a multi-cultural diverse Britain.</p>	<p>Pupils are aware of the diversity of the country they live in.</p> <p>They are aware of the different cultures that make up Britain and the community of their school.</p>	<p>Review of the curriculum and how equality is threaded through the learning.</p> <p>Subject Leaders audit their subjects for elements of incorporating an understanding of protected characteristics.</p> <p>Reading texts purchased for all years which are focused on diversity issues.</p>	Headteacher	<p>Equality and diversity threaded throughout the curriculum.</p> <p>Link with school in Kapira – Starfish Malawi.</p> <p>‘Great Athletes’ event in January 2025 - wheelchair rugby Paralympian, Kylie Grimes, visited St Mary’s.</p> <p>Visitors to school e.g. Sikh speaker for Y5 RE lesson; parent spoke with Reception about Diwali; foster carer spoke to Y5 class in PSHE lesson; female scientists and engineers represented during Science Week.</p>
2	<p>PROMOTING EQUALITY – ACHIEVEMENT</p> <p>Continue to ensure that all children achieve the best possible outcomes and that the gap between those children who are disadvantaged or vulnerable continues to close.</p>	<p>Pupil achievement and progress is in line with age related expectations for the majority of pupils. Pupils are secure in their breadth and depth of knowledge, understanding and skills. Pupils are able to progress to the next stage of their learning.</p> <p>Protected groups analysed and a focus is placed on these groups when looking at progress.</p>	<p>Review of curriculum progress throughout the year for disadvantaged pupils, SEND and those with disabilities matches or is improving towards that of other pupils with the same starting points. Specific monitoring for disadvantaged pupils, SEND, pupils with a disability to ensure progress is above average across nearly all subject areas.</p> <p>Regular communication with families of children with SEND to foster and</p>	Headteacher SENDCO Assessment Lead	<p>Ongoing monitoring of multi-vulnerable children monitoring.</p> <p>Work focus to ensure progress and achievement, including those more able children and those in between and low level.</p> <p>Monitored regularly by SLT through learning walks, book looks and GST QA visits.</p>

			maintain positive relationships.		
3	<p>PROMOTING EQUALITY – ETHOS & CULTURE</p> <p>Continue to embed an ethos and culture built on relational and restorative practice which seeks to understand and support all members of the school community.</p>	Staff, parent and pupil voice.	<p>Staff, parent and pupil surveys carried out annually.</p> <p>Behaviour policy built on relational and restorative practice – embedded across the school.</p> <p>Pupils are taught to do things the ‘St Mary’s Way’ – Be Ready, Be Safe and Be Respectful. Routines and expectations are explicitly taught and modelled.</p> <p>Regular School Council meetings.</p>	Headteacher	<p>‘Kindness Week’ – November 2024</p> <p>‘Celebrating Neurodiversity Week’ – March 2025</p> <p>‘When the Adults Change’ Keynote speaker at GST INSET Day 2025</p>
4	<p>PROMOTING EQUALITY – STAFF RECRUITMENT & PROFESSIONAL DEVELOPMENT</p> <p>Provide training opportunities for all staff to explore diversity and how we support and encourage this within our school.</p>	Training records completed.	All staff to complete ‘Equality, Diversity & Inclusion’ training on Every.	Headteacher	All staff have completed ‘Equality, Diversity & Inclusion’ Training’, including all new staff.
5	<p>PROMOTING EQUALITY – COUNTERING AND CHALLENGING HARRASSMENT AND BULLYING</p> <p>Foster good relationships between all members of the school community</p>	<p>Continued reduction in the number of prejudice related incidents recorded on Arbor.</p> <p>Continued reduction in number of bullying issues recorded on Arbor.</p> <p>Pupil Voice.</p>	Encourage all members of the school community to talk openly via circle time/Jigsaw PSHE activities to promote positive behaviours for learning.	Headteacher	0 prejudice related incidents recorded on Arbor since September 1 st 2024.

	encouraging openness and tolerance by respecting each other's beliefs.		Jigsaw unit 'Celebrating Differences' taught in each class. Review of the Anti-Bullying policy. Pupil and Parent surveys to include questions around equality and diversity.		
6	PROMOTING EQUALITY – PARTNERSHIPS WITH PARENTS/CARERS AND THE WIDER COMMUNITY Continue to ensure that parents/carers of all new children are made to feel welcome. Continue to ensure that parental voice is heard and acted upon.	Parental feedback on transition for new entrants. Annual parental survey.	Ensure that on joining the school, parents are informed of communication methods and whether the school needs to make any adjustments to support them or their children. HSLW to support new entrants if relevant.	Headteacher EYFS Lead	Meetings with parents of new children indicate that the children have settled well.