



Leadership of Equality and Diversity Plan (Action Plan 2022-23)

	Questions to Ask	Evaluation/Impact	Evidence
1	Are EAL children coming into the school with appropriate support and, if needed, interventions? Do staff have training on how to support EAL children?		
2	Can children articulate why diversity and equality are important to them, their peers and their community?		
3	Are all children (PP, SEN, EAL, ethnic minorities) represented in the curriculum and in the environment?		
4	Are incidents of prejudice being recorded accurately? If so, are these incidents decreasing in frequency as a result of targeted support and professional development?		
5	Are parents involved in or aware of our Equality and Diversity policy and objectives and how they play a key role in this?		

School and local context

School characteristics

	2020	2021	2022
School number on roll	Above average 335	Above average 347	Above average 377
School % FSM	Above average 34	Above average 35	Above average 32
School % SEND support	Above average 16	Above average 17	Well above average 18
School % EHC plan	Close to average 1.5	Above average 2.6	Above average 2.7
School % EAL	Close to average 5	Close to average 5	Close to average 5
School % stability	Below average 78	Below average 76	Below average 74



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Objective 1 : To ensure the curriculum accessible for all children. Advance equality of opportunity between people who share a protected characteristic and those who do not.

<u>Actions</u>	<u>Lead Person</u>	<u>Resource</u>	<u>Quality Assurance</u>	<u>Milestone 1</u>	<u>Milestone 2</u>	<u>Milestone 3</u>	<u>Reflection/Impact</u>
Review planning with subject leaders to ensure it promotes positive attitudes to equality and diversity in all subject areas throughout including enrichment	E&D Leader	Beyond the Gates Report 2022 £900	Teaching and Learning Lead (Headteacher)	To review presence of equality and diversity, within the curriculum, in Year 5 and Year 6. To collect pupil voice, look at books across all subjects, review how equality and diversity is incorporated in school trips, and to review equality and diversity in books read.	To review presence of equality and diversity, within the curriculum, in Year 4 and Year 3. To collect pupil voice, look at books across all subjects, review how equality and diversity is incorporated in school trips, and to review equality and diversity in books read.	To review presence of equality and diversity, within the whole school curriculum To collect pupil voice, look at books across all subjects, review how equality and diversity is incorporated in school trips, and to review equality and diversity in books read. To review the attitudes of the 91% White British community of pupils within the school linked to British Values, Equality and Diversity.	
To ensure children who are registered as Pupil Premium, EAL or have SEN, have appropriate access to the curriculum. This should reflect in books and pupil engagement.	E&D Leader Inclusion Leader	Beyond the Gates Report 2022 £900	Teaching and Learning Lead (Headteacher)	To co-ordinate with 'Excellence for All' Leader about progress made by pupil premium children across the school. Discuss how these children can be represented in the curriculum and further supported to be confident and engaged in the curriculum (see PP Strategy 23-24).	To co-ordinate with SENCO about progress made by pupils with both SEN and identified as pupil premium children across the school. Discuss how these children can be represented in the curriculum and further supported to be confident and engaged in the curriculum (see PP Strategy and SEN/D Offer 2023/24).	Further provide CPD to staff on supporting children with EAL To begin to formulate an induction process and interventions to support EAL children entering our school and already within our school. Celebrate these children through recognition of their culture, language and tradition within our school. Ensure this group of pupils have a sense of belonging through pupil voice and representation in pupil roles.	



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Objective 2 : To ensure that the school environment and atmosphere reflects and encompasses equality and diversity.

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.

<u>Actions</u>	<u>Lead Person</u>	<u>Resource</u>	<u>Quality Assurance</u>	<u>Milestone 1</u>	<u>Milestone 2</u>	<u>Milestone 3</u>	<u>Reflection/Impact</u>
Ensure displays across school showcase equality and diversity, which are personal to our school and representative of our school community and beyond.	E&D Leader	Books £200 Display materials £200	Link Governor	Ensure there is a British Values, inspirational people and EARA display in corridors, and for students to be involved and represented in these displays using pupil voice and pupil information.	Ensure there are a variety of books on display throughout the corridors and classrooms, that represent a range of diverse people and cultures.	Learning environments will show evidence of Equality and Diversity beyond the classroom and corridors and through our social media and publications.	



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Objective 3: To connect the school's diversity drive with the wider community. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.

<u>Actions</u>	<u>Lead Person</u>	<u>Resource</u>	<u>Quality Assurance</u>	<u>Milestone 1</u>	<u>Milestone 2</u>	<u>Milestone 3</u>	<u>Reflection/Impact</u>
Advocate for Equal Rights and Diversity within the school's community. Provide children with the opportunity to engage in their interests and extracurricular activities around equality and diversity.	E&D Leader	£500	Link Governor	To send out a letter to parents explaining what our policies and objectives are regarding Equality and Diversity. To conduct an audit and gain feedback to ensure our community is heard.	EARA pupil group to plan and deliver an assembly to the whole school explaining what equal rights are. Evaluate the impact on other children through pupil survey.	The EARA (Equality and Equal Rights Advocates) pupil group to attend Isle of Wight network meetings with pupils from other schools to discuss how they can promote equal rights.	