

## Equality Action Plan 2024

Equality Strand	Intended Outcome	Actions towards	When	Lead	Resources	Impact / Review	RAG
All	<p>Staff, governors and parents are aware of the Equality Plan and Policy.</p> <p>Staff and governors are aware of their responsibilities.</p> <p>All stakeholders have the opportunity to contribute to the Equality Action Plan. (Standing Action)</p>	<p>Publish and promote the Equality Plan through the school website, newsletter and staff meetings.</p> <p>Write a report on the progress of the Equality Action Plan in 2023 and share with parents.</p> <p>Share report with governors at FGB meeting.</p> <p>Report to include:</p> <ul style="list-style-type: none"> <li>▪ Have the action points been carried out?</li> <li>▪ What has been the impact of these action points?</li> </ul> <p>Include School Ministers in review to gauge pupil opinions.</p> <p>Include equality question as part of annual stakeholder review.</p> <p>Ensure the Equality Plan continues to be discussed as relevant at staff and governor meetings.</p> <p>Ensure governors are aware of their responsibilities to promote equality and eliminate discrimination and harassment, as outlined in the scheme</p>	<p>Dec annually</p> <p>Dec annually</p> <p>Annual review</p> <p>ongoing</p>	<p>CW</p> <p>CW</p> <p>SB CW AC</p> <p>CW</p>			
All	<p>Increase pupils' awareness of diversity. (Standing Action)</p>	<p>Ensure that the curriculum positively promotes diverse role models and heroes.</p> <p>Reading spine promotes and celebrates diversity.</p> <p>Ensure that displays promote diversity.</p> <p>Ensure assemblies promote equality and include positive content and images which celebrate diversity.</p> <p>Encourage children's voices and contribution to</p>	<p>Ongoing</p>	<p>AC SB CW</p>			

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		reflections on diversity.					
<b>Disability</b>	Emergency and evacuation systems are accessible to all	The nursery fire alarms are visual as well as audible.	asap	SB GA KS			
<b>Disability</b>	Accessible signage is used throughout the site. (from Accessibility Plan) (Carried forward from 2023)	Accessible signage is used as needed at events. Consider whether we need to provide alternative forms of providing information / signage (eg audible, tactile). Nosings to be repainted yellow as needed.	Summer	SB GA VG	tbc		
<b>Disability</b>	Information provided is accessible to all. (from Accessibility Plan) (Standing Action)	As needed: Ensure the availability of written material and documentation in alternative formats including for those with visual impairments. Be aware of the services available through the LA for converting written information into alternative formats, including for the visually impaired	ongoing	MH CW HH VG			
<b>Disability</b>	Ensure that staff who need to use the lift understand how it functions. (from Accessibility Plan)	Ensure that staff working with children who need to use the lift have adequate training in its use (when applicable)	As needed	MH GA			
<b>Disability</b>	Staff are trained to enable full access to the curriculum for all pupils. (from Accessibility Plan)	Continue to ensure that opportunities are taken for staff to update / undertake training to support pupils' individual needs. Ongoing guidance from specialists eg physiotherapists, OT, behaviour support etc.	Ongoing	HH SB AC			