

Shalford Primary School Equalities Action Plan 2023 – 2027

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

These are called 'protected characteristics'

Listed below are the Equality Objectives for 2023-2027. Progress towards these objectives will be reviewed annually

Equality Strand	Equalities Issue	Action	How the impact will be monitored	Person responsible for implementation	Time frames	Expected Impact
All	Ensuring the equalities policy is embedded across the school community	Publish and promote the school action plan through web site, newsletter and PDMs	Add questions to annual surveys to establish awareness and understanding. Liaise with the PSHE leader to ensure this is done w/ integrity.	Headteacher	As soon as Policy is agreed by trustees	All staff are familiar with the principles of the equality plan and use them to underpin planning and teaching Pupils have an increased awareness of equality

						Parents are aware of the practice and purpose that underpins the equality policy
All	To ensure our curriculum reflects diversity through content, delivery, reflective and accessible to our community.	Subject leads to reflect and revise current curriculum documents.	Subject leaders to meet termly and reflect on sequences of learning throughout curriculum and ensure it reflects on the diversity of the community.	Headteacher	July 2025	Children have access to rich and broad learning experiences which reflects diversity of communities and help to feel represented within their curriculum.
Gender	To ensure that girls' experiences in academia and sports will make them more aware of a range of opportunities so they may aspire to non-stereotypical professions	Continue to develop opportunities and understanding in STEM subjects to inspire all children and specifically girls to consider further education and a future career in science or maths Organise more after-school and out-of-school sporting opportunities for girls	Monitor the number of girls attending sports clubs from Autumn 2024	Headteacher	September 2025	Increased aspiration and ambition amongst girls in the school
Sexual orientation	Need to develop understanding of same sex relationships within families	Update PHSE curriculum to reflect age-appropriate understanding of	Pupil voice in Relationship lesson evaluations Observations	Headteacher, PSHE leader	Summer 2024	A greater understanding reduces incidents of homosexual labels

		<p>same sex relationships</p> <p>Develop pupils understanding of relationships</p> <p>Sharing information with parents</p>				being used in a derogatory way
Disadvantaged children	There continues to be gaps of varying degrees in attainment between disadvantaged and non – disadvantaged	Identify disadvantaged children with lower attainment or progress and target them through our Pupil Premium funding	<p>Lesson observations</p> <p>In year assessment and tracking</p> <p>Progress meetings with teachers</p> <p>End of year data</p>	Headteacher	Autumn 2024	Attainment gap between disadvantaged and non-disadvantaged will be reduced are inline with Age-related expectations.