

Name of Academy: Berewood Primary School

Date: January 2024

Period: January 2024 to January 2025

This action plan forms part of the Berewood Primary School's Academy's Equality, Diversity and Inclusivity Policy.

Monitoring the impact of this policy will help highlight any differences between pupils/students and staff from different protected groups and decide if any further action will be necessary to meet particular needs and to improve the performance and attendance of pupils and welfare of staff from different groups in our commitment to the equality and diversity agenda, creating an inclusive environment.

Objective 1
Race equality
Rationale for this objective
Ensure that adult role models are reflective of a range of cultures
Actions required to achieve objective
<ul style="list-style-type: none"> • Through staff appointment procedures be aware of the need to promote race equality - • Hold world awareness events annually • Invite a wide range of visitors to school where possible • Ensure that the curriculum provides opportunities to learn about different cultures in this country and globally • Review book lists used for guided reading, English and topic work to ensure diversity (author, characters, artists)
How success of the objective will be measured
<ul style="list-style-type: none"> • Our school reflects the diversity of our community • A range of visitors in school reflective of differing races and cultures • Continue to adapt Dimensions Units to ensure racial diversity • Resources and displays around the school reflect race and equality awareness
Timeframe outline
Ongoing, during the academic year

Objective 2
Disability equality
Rationale for this objective

Break down barriers to perceptions of disability.
Actions required to achieve objective
<ul style="list-style-type: none"> • Celebrate the achievements of disabled role models nationally and globally • Ensure a range of visitors enable pupils to engage positively with disabilities
How success of the objective will be measured
<ul style="list-style-type: none"> • Celebrate inclusion and diversity through assemblies • A range of visitors in school who have disabilities • School office marketing the provision to all markets
Timeframe outline
Ongoing, during the academic year

Objective 3
Gender equality
Rationale for this objective
<ul style="list-style-type: none"> • Ensure the school promotes gender identity, • Continue to create engaging learning opportunities that promote achievement for boys and girls. • To close the gaps in attainment opportunity to explore other cultures
Actions required to achieve objective
<ul style="list-style-type: none"> • Apply the principles of equal opportunities and gender equality to recruitment selection procedures at all times www.gires.org.uk or Stonewell. • Focus/audit provision of appropriate resources to ensure girls and boys are making good progress in all classrooms • Review book lists and resources used for guided reading, English and topic work to ensure gender balance (author, characters, artists)
How success of the objective will be measured
<ul style="list-style-type: none"> • A balance of male and female role models throughout the school • Library with sufficient text to support both genders • School ethos and curriculum promotes respect for differences within the school community
Timeframe outline
Ongoing, during the academic year

Objective 4
Community cohesion
Rationale for this objective

<ul style="list-style-type: none"> • Achieve a greater awareness of national and community identity. Continue to ensure British Values are embedded throughout the curriculum. • To monitor and promote the involvement of all pupils in the school extra- curricular activities termly
Actions required to achieve objective
<ul style="list-style-type: none"> • Citizenship and RE subject reviews to audit community, national and global coverage. • Monitor levels of attendance at extra- curricular events/ groups by pupil groups. • Promote to specific pupils through parental discussion
How success of the objective will be measured
<ul style="list-style-type: none"> • The planned curriculum represents national and global community learning opportunities, as well as reflecting British Values. • Increased number of pupils attending clubs and activities. • Increased involvement with the community and volunteers develops over time
Timeframe outline
Ongoing, during the academic year

Objective 5
Sexual orientation
Rationale for this objective
Ensure that PSHE (including RSE) sessions recognise diverse family structures.
Actions required to achieve objective
<ul style="list-style-type: none"> • Ensure all staff respond appropriately to questions raised by children.
How success of the objective will be measured
Pupils and staff recognise that families are made from a range of gender and sexual orientations.
Timeframe outline
Ongoing, during the academic year

Objective 6
Religious tolerance
Rationale for this objective
Ensure all tolerance
Actions required to achieve objective
<ul style="list-style-type: none"> • Staff Policies and induction procedures to raise awareness of sensitivity towards diverse religious beliefs

• Pupil behaviour expectations of tolerance towards all differences
How success of the objective will be measured
School ethos is recognised and supportive of diversity.
Timeframe outline
Ongoing, during the academic year

Objective 8
Training
Rationale for this objective
Provide training for all Staff and Governors on Equality & Diversity.
Actions required to achieve objective
Provide INSET time for equality & diversity – National College Training modules
How success of the objective will be measured
All Staff and Governors aware of legislation and responsibilities of all stakeholders.
Timeframe outline
Ongoing, during the academic year

End of year account of progress against objectives