



Equality and Diversity Action Plan

Identified Area for Improvement	Actions	Success Criteria
Taken directly from a combination of: 1. School Self Evaluation Tool for Senior Leaders 2. staff, child governor and parent audits	List the areas you wish to review and/or revise for each heading. What specific actions will be taken to address the identified area for improvement?	What will this look like if all actions are successfully achieved?
1 School Community	Working party with parents from different cultures to plan a celebration of their culture.	Parents from different faiths and cultures feel more welcome. Particularly within the community. Plans will be in place for a multicultural week to celebrate different cultures
	Celebrating and sharing about Ramadan and Eid as well as Chinese New Year and Diwali	Children will talk about Eid and Ramadan and teachers will celebrate as with other faith celebrations
2 School Environment	Keep teaching No Outsiders focus in Crew Time, linking back to core values, linking British Values. Create learning heroes with protected characteristics	Pupil voice shows they celebrate differences. Pupils and parents report less discriminatory language. Behaviour logs show less incidents and discriminatory language.
	No Outsiders display to showcase work and pupil voice	Visitors and parents will be able to see how No Outsiders is being taught and embedded
	Re-organise the bookshelves on bottom corridor	Books will be reorganised into themes for children and staff to choose for story time.
3	Staff training so they are confident to have conversations in regards to equality and diversity.	Staff will have the confidence and knowledge to be able to lead discussions

Staff Recruitment, Knowledge and Understanding		and conversations in relation to equality and diversity and protected characteristics.
4 Curriculum and Resources	Subject leaders ensure that they are ensuring there is diversity in their topics teaching. Review and weave diversity issues so it weaves in all aspects of the curriculum around diversity and history. Making sure books are showing diversity in all aspects of curriculum	Long term maps will show that diversity is shown in all aspects of the curriculum is British Black History. Books used for resources show diversity.
	Auditing and ordering more books that show diversity and equality.	Classrooms will have books that show diversity as well as in the corridor.
5	Updating website with equalities action plan in equality section and who equalities lead is	Website will show action plan and state who the equalities lead for the school is
Guidance, Policies and Procedures	Review all policies in line with equalities act to ensure no direct or indirect discrimination	Policies will not show discrimination