



Swalecliffe Community Primary School

## Single Equality Scheme Objectives Action Plan 2023-2027

Version 1.0 2023

Date Adopted: January 2023

Date of Review: June 2027

Swalecliffe School Single Equality Scheme Objectives Action Plan 2023-2027 (to be reviewed in March 2025)

R = Race, D = Disability, G/S = Gender/Sexuality, R/B = Religion or Belief				Planned Actions	Planned Impact Year 1 Actions	Timescale	Named Person	Monitored by	Ongoing Evaluation/ Years 2,3 & 4 Actions
R	D	G/S	R / B						
	EAP – General promotion of equality for all groups			<p><b>Objective 1</b></p> <p>All new and existing policy and procedures and practices to undergo an equality impact assessment as part of the review process.</p>	To enable the school to address the needs of diverse and vulnerable groups at risk of disadvantage and set priorities accordingly.	To be completed by the end of the policy cycle.	EHT	Link Governor	Continue to action as each policy is ready for review.
				<p><b>Objective 2</b></p> <p>Representative governors and SLT to attend bespoke training on Equality and Diversity.</p>	To ensure a strong understanding of their responsibilities, to have an up-to-date picture of the issues facing schools generally, and to develop their understanding of different races and cultures.	To be completed by March 2023	EHT	FGB	As new governors and SLT join, ensure training is revisited and updated.
				<p><b>Objective 3</b></p> <p>Increase the understanding of teaching staff in relation to Equality and Diversity</p>	Teachers know how to take account of diversity and promote equality and inclusion in their teaching.	March 2023	HoS	EHT	Evaluations of CPD indicate an increase in staff confidence and competence.

				issues by attending No Outsiders training.					This is reflected in observations. As new staff join, ensure training is revisited and updated.
				<p>Objective 4</p> <p>Include annual whole staff training on our first development day on Equality and Diversity alongside our safeguarding training.</p>	School staff are able to identify the specific actions and behaviours needed to promote equality in the context of their job role.	Sept 2023 and then annually.	HoS	EHT	Regular reporting to governors on the impact of CPD. Ongoing programme of training.
				<p>Objective 5</p> <p>Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Leaders are clear about their responsibilities in the recruitment and selection of staff.</p>	Recruitment procedures ensure equality for candidates and recruit the best person to the role. School staff increasingly reflects the diversity of our community.	Sept 2023	SLT and FGB	EHT and FGB	Feedback from candidates on the process indicates fairness. Ongoing programme of training as required.

R = Race, D = Disability, G/S = Gender/Sexuality, R/B = Religion or Belief				Planned Outcomes Beyond the 5 objectives	Planned Action / Impact Year 1 Actions	Timescale	Named Person	Monitored by	Ongoing Evaluation Years 2,3 & 4 Actions
R	D	G/s	R / B						
	✓			Accessibility Plan reflects current position in the school	Update Accessibility Pan	July 2023	JD/SC	SLT & Govs Resources Committee	Actions completed. Update the plan and renew as required.
	✓			Provision for disabled pupils and adults is regularly monitored	Governors and SLT to monitor the site regularly	July 2023	SC	SLT & Govs Resources Committee	Actions undertaken from visits. Regular visits continue.
	✓			All staff have awareness of their responsibilities towards meeting the needs of disabled pupils	All staff know definition of disability and their responsibilities through staff CPD	April 2023	JD	SLT & FGB	CPD as necessary
✓	✓	✓	✓	All stakeholders have opportunity to share views about Equality in school and provision for groups	Parent Voice Pupil Questionnaire School Council Meetings	December 2023	BC	Link Governor	All meetings and surveys taking place as scheduled
✓	✓	✓	✓	Continually improve the provision and	Regular monitoring and evaluation of	January 2024 review.	EHT	Link Governor	Reviewed and discussed at FGB annually.

				ethos of the school's approach to equality	school's Single Equality Scheme				
√	√	√	√	All staff to take practical account of diversity and promote equality and inclusion in their teaching.	Through monitoring	Term 4	HoS	EHT	Reviewed at SLT. Ongoing monitoring.
√		√	√	Language and behaviours of all stakeholders towards others is consistent, regardless of specific characteristics.	Expectations of behaviour and appropriate language are made clear to all stakeholders. Consequences of inappropriate action are clear and consistent.	Term 4	SLT	EHT	Ongoing monitoring.
✓			✓	To develop the understanding of different races and cultures and the impact that this has on us in the UK.	Increase opportunities for representatives from different races and cultures to come into school.	Subject reviews – July 2023.	Phase Leaders Geography Subject leader	SLT & Governors	Monitored by SLT and Subject leaders School Imp Plan reviewed and updated
✓			✓	Diversity and Inclusion an integral part of the school curriculum and ethos.	School Improvement Plan 2023-24 makes clear reference to inclusivity, equality and diversity	Sept 2023 Ongoing Theme Days Curriculum	Subject Leaders	HoS	School Imp Plan reviewed and updated
✓		√	✓	School ready to respond to situations	Review, if need has arisen and bring	Jan 2024	EHT	Link Governor	Jan 2025

				where members of the school community are dealing with transition around gender.	forward plan if required.				Produce clear school policy for Transgender Children.
✓			✓	All staff to have an awareness of responsibilities towards children from different ethnic groups.	Staff CPD	Sept 2023 Training completed.	HoS	SLT & Governors	Message given at annual staff training day.