

St. Mary's School based Equality Plan (Annual)

Our establishment has two specific duties to assist us in meeting our general duty, set out by the Equality Act 2010

They are:

- To publish information to show how we are complying with the equality duty.
 - *This must be updated at least **annually**.*
- To prepare and publish one or more specific and measurable equality objectives.
 - *at least every **four years**.*

This policy will be reviewed every four years by the Board of Trustees.

The implementation of the Equality Objectives will be reviewed and progress reported annually.

Our equality objectives are in response to this general duty.

Objective 1 To narrow the gap in attainment between groups of children				
Description of the improvement needed • IDSR analysis shows attainment gaps between disadvantaged pupils and non-disadvantaged pupils. • Pupils with SEND do not consistently achieve at the same rate as their peers. • Gender differences remain evident in literacy outcomes.				
Key strategies to address this				
Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Analyse attainment and progress by group	ZS AB	Termly	Teacher meeting time Data analysis software	• Pupil progress meetings and assessments show gaps narrowing over time
Targeted interventions for disadvantaged and SEND pupils	ROD ZS ZB	Ongoing	TA time and intervention resources (PP/SEND)	Improved progress from individual starting points Monitored through pupil progress meetings and intervention records and assessments
Ensure all teaching staff (teachers and TAs) know who the PP/SEND children in their year group are and regularly monitor the support these pupils are receiving	All staff	Half-termly	Meeting time	Teaching staff can name the PP/SEND pupils in their year groups Half-termly intervention monitoring of pupils in these groups

CPD on adaptive teaching	ZS ROD	Termly	Teacher meeting time/Non-pupil days	Lesson observations evidence inclusive practice
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Equality Objective 2

To improve the attendance between groups of children.

Description of the improvement needed

- IDSR attendance data highlights higher persistent absence for disadvantaged and SEND pupils.
- Irregular attendance limits pupils' access to learning and wider curriculum.
- Improving attendance supports safeguarding and behaviour

Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Analyse attendance by group	ZS ROD	Half-termly	Time	Weekly attendance meeting and tracking of key pupils and groups Attendance gaps reduce over time
Early engagement with families	CS	Ongoing	Meeting time	Improved attendance following support
Raise the profile of attendance throughout the school	ZS ZC	Half-termly	None	Information shared with parents on the newsletter

Equality Objective 3

Improve knowledge, skills and attitudes to enable children to appreciate and value difference and diversity.

Description of the improvement needed

- Curriculum review identifies opportunities to strengthen representation of cultures and faiths.
- Pupil voice indicates further learning is needed to develop respectful attitudes.

Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Curriculum diversity audit	AB LW	Annually	Staff time (£0)	Audit shows improved representation in figures studied, authors used, characters in books read etc.
Cohesive plan for Acts of Worship which celebrates	ZS LW	Ongoing	None	AoW timetables cover a breadth of topics, values and exploration of protected characteristics

difference and diversity				Pupil voice shows improved understanding of differences, diversity and acceptance
Staff CPD on ensuring diversity within curriculum	ZS LW	Annually	Teacher meeting time	Difference and diversity will be mapped and integrated across the curriculum Breadth of representation showing diversity in curriculum

Equality Objective 4

Monitor and track incidents of bullying, prejudice and racism, including reporting incidents to the local authority. Reviewing the common themes, using data to understand the link between incidents and irregular attendance, and adjust our curriculum and intervention in response.

Description of the improvement needed

- Behaviour data shows incidents are infrequent but require consistent monitoring.
- Further analysis needed to identify themes and links to attendance.
- Increased awareness improves expectations for behaviour, attitudes and safeguarding.

Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Maintain central incident log of bullying, prejudice and racism	ROD	Ongoing	Spreadsheet CPOMS	All incidents logged accurately Actions to incidents also recorded to show school response
Report racist incidents to LA	ZS	As required	Admin time	Statutory compliance achieved
Analyse trends and respond through curriculum	ZS LW	Termly	Curriculum time	PSHE curriculum is adapted to respond to incidents in individual classes/year groups as needed Reduction in repeat incidents

Objective 5

To provide a supportive and inclusive working environment for all, actively promoting equality, diversity and inclusion in the workplace.

Description of the improvement needed

- Staff wellbeing and inclusion remain priorities for effective leadership.
- Policies must continue to reflect equality and fairness.

Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Annual policy review	ZS	Annually	None	Equality and diversity considered and reflected in all policies Policies remain compliant
Equality and unconscious bias training	ZS	Annually	None	Increase in staff knowledge and understanding about unconscious bias Positive staff feedback on training

Recruitment and promotions are made based on merit and ability and in accordance with the law	ZS	Ongoing	None	Recruitment shortlisting processes will be monitored Interview questions and tasks will be created to enable candidates to best share their skills and qualities
Support flexible working where possible	ZS	Ongoing	None	Flexible working requests will be granted, where possible Improved staff wellbeing