



St Paul's CE Primary School

Equality and Diversity Action Plan

Vision

Our school is one family, united in love and deeply rooted in our Christian values, where together on life's journey we flourish, striving for excellence in all that we do. Inspired by the transformation of St Paul, and enlightened by the glory of God, we will shine like stars to make the world a better place.

Values

Love, Forgiveness, Faith, Friendship, Hope and Peace.

‘Shine like stars in the world’ – Philippians 2:15
Equality and Diversity Action Plan 2023-2024

Equality objectives	Actions	Who is responsible	Time frames	Progress commentary
<p>All Equalities To ensure that robust policies and practices are in place which promote equality and inclusion i.e. Accessibility Plan, SEND Policy, SEND Information Report, Supporting Pupils with Medical Conditions, School Visits Policy.</p>	<p>Time to amend policies when necessary.</p> <p>Policies to be reviewed at Governor meetings.</p>	<p>All members of the school community The Governing Body parents/carers and visitors to the school Parents/carers and visitors to the school</p>	<p>SEND policy and Information report September 2021. Other policies to be updated when necessary.</p>	<p>Ongoing – SEND risk assessments completed for each educational visits.</p> <p>Policies updated and in place. statutory policies available on the new school website.</p>
<p>All Equalities To ensure that the curriculum, displays and all areas in the school promote role models that young people positively identify with, which reflect school’s diversity in terms of race, gender and disability.</p>	<p>Curriculum planning to include good role models.</p> <p>Role models promoted through Collective Worship.</p> <p>Work scrutiny and Learning Walks used to monitor the curriculum.</p>	<p>SLT Subject Leads</p>	<p>Autumn 2021- July 22</p>	<p>Audits completed by subject leads.</p> <p>Display lead aware of diversity. Training to take place re displays – Autumn</p>
<p>Race Equality To ensure that adult role models are reflective of a range of cultures.</p>	<p>Through recruitment be aware of the need to promote race equality.</p> <p>Invite a range of visitors into school where possible.</p> <p>Continue to involve parents views through Diversity working party.</p>	<p>Consultant headteacher Head of school Deputy Head of school Governors</p>	<p>Ongoing</p>	<p>Give racism the red card workshops to take place- May 2022.</p> <p>Anti-Racism group meet once a term to discuss curriculum with a focus on diversity and opportunities.</p> <p>Windrush workshops to take place Autumn term 2022.</p>

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<p>Gender Equality To ensure the school promotes gender identity and equality.</p>	<p>Continue to create engaging learning opportunities that promote achievement for both boys and girls. Apply the principles of equal opportunities and gender equality to recruitment selection procedures at all times.</p> <p>A range of texts are used to support both genders.</p> <p>Ensure the school vision and values promotes respect for differences within the school.</p>	<p>All staff</p>	<p>Ongoing</p>	<p>January 2022 – New school vision launched. Vision promotes equality by including everyone as ‘one family’.</p> <p>New books purchased with a focus on diversity – October 2021</p> <p>Audit of resources to be completed with a focus on diversity.</p>
<p>Community Cohesion To achieve a greater awareness of national and community identity.</p>	<p>Embed British Values through the curriculum.</p> <p>Ensure the local community is represented as part of the curriculum.</p> <p>To raise awareness of sensitivity towards diverse religious beliefs through Collective Worship and the RE curriculum.</p>	<p>PSHE subject lead RE subject lead</p>	<p>Ongoing</p>	<p>Other World Faiths are a focus in each year group as part of the RE scheme of work.</p> <p>Local community is reflected in the curriculum during Geography and History and RE with educational visits.</p>
<p>To establish links to the local community.</p>	<p>Work alongside our 4 partner churches to establish events/groups in the community the school can support.</p>	<p>Executive Headteacher HOS SLT School council</p>		<p>Links established – July 2023.</p>
<p>All Equalities To ensure that extra-curricular activities (including Year 6 school journey) consider pupil needs and access issues.</p>	<p>Risk assessments to be completed before educational visits take place.</p> <p>All needs to be considered before educational visits are booked.</p>	<p>All staff</p>	<p>Ongoing</p>	<p>Risk assessments completed. Adaptions made where necessary.</p>

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Reviewed by Clare Cresswell	Autumn Term 2023		
Next Revision (Please highlight as appropriate)	Annual	Bi-annual	Tri- annual
To be reviewed	Autumn Term 2024		