

Equality Objectives 2021 - 2022

This Action Plan forms part of Stamshaw Infant Academy 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.

Aspect of the Equality Duty and issue identified	Objective	Activities	Responsibility	How will we measure progress?
Community Cohesion				
All strands	To ensure the Equality and Diversity Policy and the Action plan is promoted throughout the school community is published in the school website	<ul style="list-style-type: none"> • Publish on the school website • Share policy and action plan with staff and governors • Update Policy Folder 	<ul style="list-style-type: none"> • All staff • SLT 	Parents have understanding of the policy. Action plan positively promoted and evident in the school ethos. School culture
	Ensure the curriculum provides opportunities for pupils to learn about role models, prominent figures in history and heroes which reflect the school's culture in terms of race, gender and disability	<ul style="list-style-type: none"> • Curriculum planning clearly focussed. • Half term curriculum plans reviewed and opportunities identified. • Social media opportunities shared with staff and parents. 	<ul style="list-style-type: none"> • All staff • SLT 	Planning meetings reviewing half termly plans Staff meetings
	To continue to promote the spiritual moral social and cultural development with reference to equality and diversity.	<ul style="list-style-type: none"> • Planned assemblies • Class praise time • Planned staff meetings and INSET 	<ul style="list-style-type: none"> • All staff • DHT 	Assembly themes planned effectively Opportunities for all pupils to feel valued

	To increase collaboration throughout the Stamshaw community and other organisations, to develop learning for all.	<ul style="list-style-type: none"> • Creating and utilising collaborative opportunities within the Trust, Stamshaw Junior School, the local church and the wider community to broaden the development of learning opportunities for the pupils 	All staff LT Governors	Collaborative CPD opportunities Visit to the church and local amenities Staff INSETs and twilights Training opportunities
Gender Equality				
Equal opportunities for all pupils	To diminish the differences between girls and boys achievements in Reading, Writing and Maths	<ul style="list-style-type: none"> • Planned provision, which is engaging, and motivation for all pupils. • Positive role models presented in school and the wider society. • Age appropriate discussions, that challenge the stereo types. • Wealth of resources that support the learning • Support with mental health and wellbeing. 	<ul style="list-style-type: none"> • All staff • SLT • Pastoral Lead • ELSA 	End of year 1 and 2 teacher assessment outcomes Pupil profile meetings Progress tracking Moderation and Monitoring outcomes Pupil Premium Champion analysed data Learning Walks Book looks
Disability Equality				
Attainment of children with SEN & Equality of opportunity	<p>Raise attainment of pupils with SEN and continue to diminish the difference between SEN and non-SEN and Pupil Premium learners and no PP learners</p> <p>To help children become more aware of the range of disabilities and show understanding and respect for people with disabilities</p>	<ul style="list-style-type: none"> • Quality first teaching • Planning reflects need • Speech and language intervention groups • Subject based interventions • Using standardised assessments • Fine motor Intervention • SEN review/ Provision maps reviewed at least termly • Half termly pupil progress meetings • Specialist support to teachers and Inclusion Lead • Identify training needs 	<ul style="list-style-type: none"> • All staff • Inclusion Lead • Pupil Premium Lead 	PHSE curriculum Assemblies Circle Time opportunities Pastoral Case Studies SEN data outcomes Speech and Language provision and outcomes End of year 1 and 2 teacher assessment outcomes Pupil profile meetings Progress tracking Moderation and Monitoring outcomes Pupil Premium Champion analysis of data and effective planning of interventions Provision provided for disadvantaged pupils appropriate for the need

Racial Equality				
Awareness of different races	Continue to develop positive attitude to multicultural awareness within our own school community and beyond	<ul style="list-style-type: none"> • Embed school values • Celebrate key cultural events • PSHE planning and SMSC • School link with the community • EAL/BAME links • Parental collaboration • Guest visitors 	<ul style="list-style-type: none"> • EMAS lead • All staff • Curriculum Leads • SLT 	Class Praise Time Racist Incident Log Racial incidents reported to Governors Behaviour Watch – incidents recorded Lesson / Assembly planning Confidence of the parents of EAL pupils to engage with school activities
Religious Equality				
Awareness of different beliefs and cultures	Raise awareness of and develop a positive attitude towards different religions	<ul style="list-style-type: none"> • Festival Celebrations • Visits from representatives from different religions • RE curriculum developed and embedded • Give opportunity for a thought of the day in assemblies • Current training for RE Lead 	<ul style="list-style-type: none"> • RE lead • Year teams 	Pupil voice Class Praise Time Assemblies Environment

Assessing the impact of the policy through the use of the plan

The Governing Body will meet to ascertain how this plan is progressing and its impact on the stakeholders they are intended for. This will be carried out through Governor meetings and discussions with individuals or groups for whom the schemes are designed. The impact will be reported through the mechanisms outlined above.