

## Equality Objectives and Action Plan [2023 – 26]

Objective	Success Criteria	Activity	Time Frame
<p><b>Promoting equality: Achievement and curriculum</b></p> <p>Ensure equal and fair access to children with physical needs above typical.</p>	<ul style="list-style-type: none"> <li>All needs of children with additional physical needs are accommodated e.g. ABI; Downs Syndrome, Cerebral Palsy</li> </ul>	<p>CPD for staff to ensure medical needs are responded to.</p> <p>Adaptation of curriculum, including physical aspects, when required.</p> <p>Personalised targets for PSED and life skills as required,</p> <p>Support for transition to Secondary School</p> <p>Liaise with outside agencies e.g. OT regarding physical adaptations e.g. chairs, tables, stairs</p>	<p>On-going throughout school</p>
<p><b>Promoting equality: Partnerships with parents/carers and the wider community</b></p> <p>Continue to identify and strengthen further our commitment to quality communication systems with all stakeholders</p>	<ul style="list-style-type: none"> <li>Ongoing awareness of any new parents with other mother tongue language</li> <li>Ongoing encouragement of representation from all our cultures to be involved in activities.</li> </ul>	<p>Provide 'link' parents of varying languages</p> <p>Translate any necessary documentation</p> <p>Provide support from HSLW for signposting support or practical help.</p>	<p>Ongoing</p>
<p><b>Promoting equality: Achievement and curriculum</b></p>	<ul style="list-style-type: none"> <li>Staff and governors are aware of their role in ensuring that our school</li> </ul>	<p>The SLT will ensure staff are fully aware of protected characteristics and their role in promoting equality</p>	<p>On-going</p>

<p>Plan and implement a curriculum (including RSHE education) that positively reflects a diverse and multicultural society</p>	<p>is teaching about all the protected characteristics.</p> <ul style="list-style-type: none"> <li>• Pupils will learn about their roles and responsibilities in fostering positive and respectful relationships between all groups through our PSHE curriculum, continuing to promote our Positive Behaviour strategies, our Anti-bullying policy and our e-Safety work.</li> <li>• Teaching staff will be aware of their responsibilities under the Equality Act. As such, they will plan for curriculum opportunities which heightens pupils' awareness, understanding and tolerance of different groups in our society.</li> <li>• Staff will ensure teaching materials and resources portray the different groups in society in a positive and non-</li> </ul>	<p>DHT/RE Subject Leader will consult with parents on the materials and resources in the new PSHE/ RSE scheme (Ten:Ten)</p> <p>On-going curriculum review – ensure that our curriculum and resources are reflecting a diverse and multicultural society.</p> <p>Ensure that school and class libraries include material which reflects a diverse and multicultural society.</p>	<p>Autumn 24</p> <p>On-going</p> <p>Ongoing</p>
--	---	---	---

	<p>stereotyped manner. Continue to develop the PSHE curriculum with staff confident to deliver this within a Catholic school and training given where appropriate.</p>		
--	--	--	--