

Lawdale Junior School Equality Plan for 2023-2026

Ensure outstanding equality of opportunity –“The school places the promotion of equality of opportunity at the heart of all of its work and its aspirations are understood and acted upon consistently at all levels. Consequently, the outcomes for staff and their experience are positive and any unevenness between different groups is minimal or reducing rapidly. Monitoring and evaluation are sophisticated and highly influential in maintaining and improving the school’s effectiveness. There is no evidence of discrimination and where there has been any evidence of inequality this has been tackled exceptionally well.

Date	Yearly Objectives for – Staff /other adults and Pupils	Responsibility
Yearly	Continue to raise awareness of equalities issues and policies across the school community by : Publicizing in INSET, parents’ meetings , newsletters, staff memos etc., parents’ sessions (Friday mornings) Ensure equality of opportunity for staff and pupils by: Gathering perceptions of equality eg. Annual SWOT analysis of staff views in relation to whole school equalities issues Review information gathering procedures eg survey questions Use staff, parent and pupil surveys to collect information on equality. Senior staff to undertake Equality Impact Assessments. To ensure all pupils make good progress by: Monitoring and analysing pupils’ achievement by race, gender and disability (and other relevant vulnerable groups) and act on any trends or patterns in the data that require additional interventions and support. Analyse assessment data to judge the success of the planned interventions and support. TLR reports termly to contain impact assessments – identify pupil equality issues. To ensure that there are sufficient opportunities within the school’s curriculum to address equalities issues. To help our children to understand others and value diversity Ensure that the curriculum promotes role models whom pupils may identify positively with and that these reflect the school’s diversity in terms of race, sexual orientation, religion, gender and disability. Ensure the teaching resources (particularly books used in school) reflect diversity in terms of race, sexual orientation, religion, gender and disability. Continue to celebrate respect for and understanding of diversity in all its forms through whole school events, trips/visitors and assemblies. Ensure that opportunity to discuss diversity within the PSHCE curriculum Ensure that the values underpinning the school’s ethos are actively promoted by all staff, governors, volunteers and visitors. Challenge parents and pupils where there is evidence of a lack of respect for diversity and where messages give at home are deemed to be incommensurate with school and British values Actively promote and recruit vulnerable groups of pupils or individuals to participate in the school council, assemblies, fund raising activities, presentations and other extra-curricular activities. Monitor and assess Analyse prejudice-based bullying/incidents to monitor impact of the school’s education/messages on equality and respect for diversity. Ensure that displays in classrooms and corridors promote diversity in terms of race, gender, ethnicity, sexual orientation, religion and disability. Lesson plans and assembly programme SMSC curriculum. Parents withdrawing their child from collective worship, SRE and/or visits to places of worship. Respond promptly and appropriately to all incidents of prejudiced based incidents/behaviour. Ensure that the procedures for dealing with such incidents are established and widely understood and that staff and pupils are clear about their responsibilities. Report incidents/behaviour/trends to the Governing Body and Local Authority. Use the data to assess the impact of the school’s response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response	SLT SLT SLT TLR holders Teachers and TAs

2023-24 STAFF	To publish and promote the equalities plan Staff inset on equalities issues addressing in particular the 6 strands of the equalities duty. Establish a rolling program of workshops for parents on Equalities Issues. Training on supporting transgender pupils Training in staff for delivering a differentiated curriculum for SEN inclusion– September 2023 Encourage high levels of return from maternity leave	SLT Home school support SLT HT
2023-24 Pupils	Ensure any gender inequalities in after school provision are addressed especially in sports. Monitor closely EHCP pupils , especially progress and attainment in writing To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in data that require additional support. To ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability. Ensure there is an effective transition between schools Achieve RRS Gold again	Marc Nurse SLT SENCO SENCO/ SLT Rebecca Workman
2024-25 STAFF	Training for staff in delivering a challenging curriculum for gifted and talented groups. Monitor closely staff composition, by gender, race and pay and report to GB.	SMT HT
2024-25 STAFF	Identify and implement strategies to support boys writing and PP pupils To ensure all pupils are given the opportunity to make a positive contribution to the life of the school. – check balance and equality in clubs.	Literacy lead SLT
2025-26 STAFF	Establish a rolling program of workshops for parents on Equalities Issues.	Home school support
2025-26 PUPILS	Identify and implement strategies to support vocabulary development	Literacy lead

Monitoring evaluation and review

The monitoring and review of the scheme will be included in the heads report to governors and additional reports as and when required.

The action identified will be included in the SDP .

Please see our Accessibility Plan for actions relating to disability access.

Information for employees and the school in relation to managing pregnancy and maternity can be obtained using the link below from the equality and human rights commission:

<http://www.equalityhumanrights.com/advice-and-guidance/information-for-employers/guidance-on-managing-new-and-expectant-parents/quick-check>