



Equality Action Plan

KEY ISSUE
Improving staff, pupil and family awareness of equality issues relating to gender: (short term)

Success criteria

- Raised confidence of staff in responding to issues related to gender identity
- Opportunities to inform, support and raise awareness of gender identity are acted upon
- DFE and legal guidelines relating to gender identity are met
- The schools continue to maintain very low levels of homophobic incidents

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
1. Ensure that DFE guidelines are read and shared with staff (when published) so that there is better understanding of responsibilities relating to gender identity, and increased confidence in dealing with issues that arise.	RW	September 2023	July 2024	none	LGB	
2. Members of the school community who identify differently from the gender assigned at birth are supported and actions are taken to ensure that they are accepted in school and remain free from discrimination	Class teachers	September 2023	July 2024	none	LGB	
3. Ensure communication and liaison with families so that gender is not a barrier to inclusion in school activities.	SLT	September 2023	July 2024	none	LGB	
4. The curriculum and resourcing contains opportunities to explore diversity in family makeup so that children understand and are sensitive to different family units, including single gender.	Class teachers	September 2023	July 2024	none	LGB	

KEY ISSUE
Improving access to an appropriate curriculum for all pupils (medium term)

Success criteria:

- Teachers are aware of the barriers to curriculum access for their cohort and make reasonable adjustments
- All staff feel confident in acting upon advice and knowledge of the children to adjust the curriculum in order to improve access
- The curriculum model and delivery supports high achievement of all pupils, and especially boys

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
1. EYFS and KS1 provision is audited against the statutory framework to ensure that it enables delivery of the full range of learning expectations for all pupils.	Class teachers	September 2023	July 2025	Release time to work collaboratively	LGB	
2. Teachers support the evaluation of practice across the federation, identifying and removing barriers to curriculum access and co-constructing models to support delivery for all pupils.	Class teachers	September 2023	July 2025	Release time to work collaboratively	LGB	
3. Liaison with outside agencies and additional services is strengthened, and used to improve curriculum access for all pupils irrespective of individual need, gender, or background.	SENDCO	September 2023	July 2025		LGB	

KEY ISSUE
Improving support for pupils who have experienced trauma or have individual needs that restrict access to the curriculum and provision (long term)

Success criteria:

- All staff are confident in identifying pupils who have experienced trauma or exhibit emotional barriers to learning
- All staff can make adjustments to the curriculum and provision to respond to the individual needs of pupils and ensure that they are included
- The wider school community understands and is sensitive to the needs of pupils who have barriers to accessing school provision and understand how we are able to address these
- The achievement gap in the performance of disabled pupils is diminished

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
1. Embed the understanding of trauma so that all staff are confident in identifying pupils with need and responding appropriately.	SLT	September 2023	July 2026		LGB	
2. Ensure that all staff and families have been given access to training on Zones of Regulation so that there is a common understanding across the school community.	SENDCO	September 2023	July 2026	Recorded training; additional EP costs	LGB	
3. Continue to provide support for high-needs pupils so that adjustments to the curriculum and provision can be made to enable access, including bespoke timetabling and staffing.	SENDCO	September 2023	July 2026	TA salary costs	LGB	