



Equality, Diversity and Inclusion Objectives 2022 - 2023

Equality Action Plan Rationale for Objective 1:	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p>1a: Our curriculum content and resources are not fully representative of wider society. The general equality duty requires us to foster positive relations between different groups and those who hold specific protected characteristics.</p> <p>Protected characteristics covered: All protected characteristics</p> <p>1b: Many of the children at St. Peter's do not understand that all of the major religions are represented around the world. For example, there is a general consensus that Christians are white.</p> <p>Protected characteristics covered: Religion and Belief</p>	<p>1a: Children in all year groups will have increased opportunities to develop a strong sense of their identity and the potential for prejudice-based bullying will be effectively addressed</p> <p>Children will know about and value different cultures and religions Children will know about different families and that it's OK to be different</p> <p>1b: All children will show an awareness that someone's religion is not necessarily determined by their geographical location or ethnic background.</p>	<p>1a: Nominated link governor-equality & inclusion and focused governor visits</p> <p>1b: Nominated link governor-equality & inclusion and focused governor visits</p>	<p>1a: Review of this action plan (termly)</p> <p>Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book studies and environment reviews.</p> <p>1b: Review of this action plan (termly)</p> <p>Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book studies and environment reviews.</p>	<p>1b: The school has subscribed to Picture News and the planning for the Collective Worship rota now includes themes from this.</p>	
<p>Objective 1a: To increase understanding of equality, diversity and inclusion across the whole school community including SLT, Governors, staff, pupils and parents</p> <p>1b: To increase pupils understanding of similarities and differences between religions and the global diversity within religions across the whole school</p>					
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial	
<p>1a: Develop children's knowledge and understanding of Fundamental British Values and link to Bee Values</p> <p>Audit current resources/provision through our curriculum offer for each subject area with regard to all the protected characteristics.</p> <p>Order display and utilise new resources for school</p> <p>Links to Schools Linking Network to ensure a greater understanding of diversity across Nottinghamshire</p> <p>Consult pupils and parents/carers re the impact of the implemented changes through a survey/questionnaire</p>	<p>1a: Ongoing</p> <p>Nov 2022</p> <p>Nov 2022</p> <p>Nov 2022</p> <p>Jan 2022</p>	<p>1a: YR – lead Teaching staff: Kerry Forrest, Sarah Adams, Josie Blakey, Sarah Haywood & Bettina Houghton</p>	<p>1a: Staff meetings</p>	<p>1a: Picture News Classroom books Posters</p>	



Equality, Diversity and Inclusion Objectives 2022 - 2023

<p>1b: Develop children's knowledge and understanding of Christianity across the world Develop children's knowledge and understanding of world religions Link to SIAMS expectations</p>	<p>1b: Nov 2022 – initial pupil survey. Identify misconceptions. Feb 2023 June 2023</p>	<p>1b: RE lead – Sarah Haywood then Rebecca Tasker from Easter Kerry, Sarah A, Josie & Bettina</p>	<p>1b. Non-contact time</p>		
<p>Future Developments 1a: Establishment of focus group to include representation from all stakeholder groups to further embed EDI across the whole school</p> <p>1b: RE subject leader to ensure that lesson planning and Picture News CWs develop the children's knowledge of Christianity and other world religions.</p>	<p>1a: Autumn 2023 – Summer 2024</p> <p>1b: Half termly</p>	<p>1a: Equality Governor (due to be appointed in Jan 2023) HT</p> <p>1b: SH / RT</p>	<p>1b: PPA or non-contact time</p>		
<p>13. Equality Action Plan Rationale for Objective 2</p>	<p>14. Success Criteria</p>		<p>15. Governor Involvement</p>	<p>16. Monitoring & Evaluation Methods</p>	<p>17. Reporting Progress</p>
<p>18. Pupils are unsure of the difference between relational conflict and bullying. 19. Pupils to learn about prejudice and discrimination and the impact of these 20. School working towards and 'United Against Anti- Bullying' Award 21. Undertake the Anti-racism programme with Class 3 led by Deepa Vasudevan & BH</p> <p>Protected characteristics covered: 22. All the Protected Characteristics</p>	<p>23. Pupils are able to explain the difference between relational conflict and bullying. 24. Children are able to explain the terms 'prejudice' and 'discrimination' and explain the impact of these 25. School achieves Anti Bullying award 26. Pupils are able to list the protected characteristics</p>		<p>27. The link governor for EDI will talk to the children and assess their understanding</p>	<p>28. Review of this action plan (termly) 29. Through conversations with children (pupil voice questionnaires) 30. Conversations with EDI link governor</p>	<p>31.</p>
<p>32. Objective 2 To develop pupils understanding of bullying, prejudice and discrimination</p>					
<p>33. Actions</p>	<p>34. Timelines</p>	<p>35. Staff Responsible</p>	<p>36. Resources – Time/CPD</p>	<p>37. Resources - Financial</p>	
<p>38. Consciously include texts and lessons which challenge bullying, prejudice and discrimination in modern-day society.</p>	<p>39. Termly when planning for next half term / term</p>	<p>40. Kerry Forrest, Sarah Adams, Josie Blakey, Sarah Haywood and Bettina Houghton</p>	<p>41. PPA planning time</p>	<p>42. Budget to be identified for resources</p>	
<p>43. Pupil voice consultation and parents/carers re the impact of</p>	<p>44. Nov 2022 Feb 2023</p>	<p>45. YR</p>	<p>46. Questionnaire</p>	<p>47. none</p>	



Equality, Diversity and Inclusion Objectives 2022 - 2023

the implemented changes through a survey/questionnaire	June 2023			
Future Developments 48. Establishment of focus group to include representation from all stakeholder groups to further embed EDI across the whole school linked to Anti-Bullying and Anti- Racism	49. Dec 2022	50. Bettina Houghton (ST), Deepa Vasudevan and EDI link governor	51. Non-contact time	52. Focus group to report to governing body 53. £500

Equality Action Plan Rationale for Objective 3:	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p>Low end of year attainment for: 54. Girls' maths = 53% 55. Boys' writing = 50%</p> <p>children achieving the expected standard 2021-2022.</p> <p>These are low figures for EXS. National average is usually at least 65% (historical floor target)</p>	<p>56. At least 65% of girls achieve the expected standard in maths by the end of the summer term 2023</p> <p>57. At least 65% of boys achieve the expected standard in writing by the end of the summer term 2023</p>	58. Curriculum governor	59. Half termly tracking: Oct, Feb, May (Teacher assessment) and termly summative assessments: Dec, Apr & June	60. Teachers to report to HT HT to report to governors
Objective 3: To ensure that at least 65 % girls achieve EXS in maths and at least 65 % boys achieve EXS in writing				
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
<p>61. Girls' maths:</p> <ul style="list-style-type: none"> • pre-teaching sessions • Support in class from teacher and TA (where available) • Mixed ability seating • Post-teaching support if required • Y6 – maths club after school <p>62. Boys' writing</p> <ul style="list-style-type: none"> • pre-teaching sessions • Support in class from teacher and TA (where available) • Mixed ability seating • Post-teaching support if required 	<p>63. Formative assessments: ongoing</p> <p>64. Teacher assessments: Oct, Feb & May</p> <p>65. Summative assessments: Dec, Apr & June</p>	66. Class 1: class teacher & AC Class 2: JBla, SH & AT Class3: BH, JBlo & SG	67. Intervention groups or 1:1 teaching	68. Extra teaching time if needed



Equality, Diversity and Inclusion Objectives 2022 - 2023

Future Developments 69. Assessment leader (YR) and senior teacher (BH) to monitor progress and attainment	70. Half termly	71. BH, YR	72. SLT meeting	None