Euxton CE Primary School

Equality Plan

2025 – 2029 Objectives

'In our Christian family we all SHINE in the light of Jesus'

EQUALITY OBJECTIVES 2025 – 2029			
AIM	**ACTION/STRATEGIES**	**TIMESCALES/STAFF**	**TIMESCALES/STAFF**
Provide training for staff, pupils and Governors that demonstrate a secure understanding of the Equalities Plan and Public Sector Equality Duty	• Ensure policy and related documents are placed on the website • Undertake training as appropriate	SLT Induction Refreshers On-going monitoring	• Staff are aware of the implications of equality and identified groups
Demonstrate knowledge and understanding of issues relating to equality and diversity through the promotion of spiritual, moral, social, and cultural	• Understanding of equality and diversity is reinforced through school assemblies • Opportunities to reinforce equality and diversity are planned for in the curriculum	On-going school cycle of events Termly assembly planner	• Pupils are more culturally aware and have first-hand experience with different cultures. • Pupils are given the opportunity to explore

development through appropriate curricular opportunities	e.g. RE and Jigsaw • Through effective monitoring of attendance at extra curricular activities, school events, and reward systems, opportunities are open to all • Use national and world events e.g. sporting, historical etc	Curriculum reviews	these issues in a range of contexts. • Pupils can explain respect for diversity in interviews.
Eliminate differences in outcomes, attendance, and behaviour in relation to the equality duty so that all pupils can cope and benefit in daily life	• Deputy Head to undertake an analysis based on specific groups. Data profile produced to analyse data • Analyse pupil attainment on an individual basis each term. Hold pupil progress meetings each term and agree on any interventions for individual pupils. Identify the whole school and targeted approaches via the Pupil Premium Strategy & Catch-Up Premium	Annually Ongoing annual cycle HT DHT Governors Class teachers SENCO	• Patterns and issues raised are addressed • Gaps closed in attainment and achievement between boys and girls, pupil premium, SEND and LAC and all groups of pupils • Pupils eligible for pupil premium achieve at the same rate as all pupils nationally unless they have complex SEND needs
Develop skills and opportunities to further develop, for pupils to appreciate and celebrate diversity and equality through: a. Promoting an understanding of what racism	• Build upon existing good practices of providing opportunities for pupils to understand diversity and explore issues • Identify opportunities through national/world	SLT and Class Teachers HT, AHT, PSA and class teachers	Pupils can explain respect for diversity in interviews Pupils can explain what racism is and how they can tackle it

is and how it can impact individuals and society. b. Promoting an understanding of homophobia and how it can impact individuals and society. c. Promoting an understanding of disability and how it can impact individuals and society	events to weave into assemblies and to talk to children about. Task teams to monitor representation within the curriculum. Support "Show Racism the Red Card", Pride month etc. • Planned learning activities in curriculum and assemblies using proud trust materials and selected story books • Planned events around Paralympics and other sporting events	Sports coach All staff	Pupils can explain what homophobia is and how they can tackle it Pupils can explain respect for disability when asked
Develop knowledge and understanding of what the protected characteristics are and why these not being recognised can impact an individual's life	• Knowledge of understanding of the protected characteristics • Opportunities shared through Assemblies/PSHE	All staff	Pupils can explain the protected characteristics and how these, when not adhered to, can impact people's lives
Further, develop an understanding of British Values and how they impact on life in modern Britain	• Knowledge of understanding of British Values • Opportunities shared through Assemblies/PSHE • Pupils to understand the impact of countries that don't have values and what that society would be like to live in	All staff	Pupils can explain what British values are and why these are important for life in modern Britain Pupils can explain that in countries where there are no values how these, when not adhered to, can impact people's lives