Newburgh C.E. Primary School

EQUALITY ACTION PLAN

MISSION STATEMENT

Our aim is to provide a rich and engaging educational experience in a caring, Christian environment in which each individual is valued and respected so that all are enabled to reach their full potential.

Target	**Action**	**How the impact of the action taken will be monitored.**	**Responsible person/s**
Establish effective systems to communicate the school's equality duties	Disseminate the School Equality Plan through the school website, newsletter and staff meetings	Discussions with pupils during School Council, Eco Council and P.S.H.E. Ambassador meetings Views of parents through questionnaires	SLT Bursar Staff leading on pupil voice meetings
To ensure all pupils make progress	Monitor and analyse any identified 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	SLT SENCO
That there are sufficient opportunities within the school's curriculum to address equalities issues.	To 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.	Analyse stakeholder views and attitudes to judge the success of provision in terms of equality. Analyse any prejudice based bullying/incidents to monitor impact of the school's education/messages on equality and respect for diversity.	All staff PSHE lead
To help our children to understand others and value diversity.	Ensure that our teaching resources reflect diversity in terms of race,	Evaluate the impact of the 'Picture News' resource	PSHE lead

	sexual orientation, religion, gender and disability.	Children at Newburgh will be able to articulate the importance of equality and the need for a diverse world in which these values are lived out	
The school environment promotes diversity.	Ensure that displays on school promote diversity in terms of race, gender, ethnicity, sexual orientation, religion and disability.	Audits of the school environment Monitor pupils' responses to the school environment via pupil voice form School Council	Subject leaders SLT
All children are encouraged to make a positive contribution to the life of the school community.	Actively promote and recruit vulnerable groups to participate in our councils, assemblies, worships, presentations and other extra-curricular opportunities. Completion of our 50 Things To Do at Newburgh booklet by all children by the end of Year 6	Analysis termly of pupil involvement rates Evaluate with Year 6 the impact of the 50 Things To Do booklet	P.S.H.E. lead SLT
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	Use the data to assess the impact of the school's response to incidents – did the approach used lead to a decrease in incidents, are pupils and parents satisfied with the response?	SLT Governing Body

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

Plan agreed: Autumn 2022

Review date: Autumn 2026