

Single Equality Scheme Action Plan Riverwalk – Autumn 2023

Heading	Actions	Who	When	Impact and next steps
ACCESSIBILITY/ DISABILITY <i>*Analysis of pupil data inc progress and attainment</i>	<ul style="list-style-type: none"> Ensure curriculum is accessible and inclusive for all pupils with any disability Pupils taught about disability and inclusion through curriculum. One-page profiles, Personal Plans, Personally Emergency Evacuation Plans and Risk Assessments all in place for those with specific needs 	CT/Physical & Sensory Co. AAH (KM)/CT SLT/CT	Jan '24 April '24 Nov '23	All pupils have access to a broad and balanced curriculum. All children show understanding and empathy towards different disabilities
RACE <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i> <i>*Promote good relations between different ethnic groups</i>	<ul style="list-style-type: none"> Plan learning opportunities for all pupils through our curriculum 	AAH (KM) /CT	Jan '24	

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	<ul style="list-style-type: none"> Promote children's knowledge and awareness of different cultures through Curriculum Enrichment days, musical opportunities, assemblies, stories, visitors, acknowledge themed days/weeks/months such as Black History Month Displays and resources in school represent a range of diverse cultures Identify, respond and report all racist incidents - recorded accurately on My Concern/Arbor and parents informed Monitor number of, and analyse, racial incidents through My Concern and Arbor 	<p>AAH/CT</p> <p>CT</p> <p>DSL/All staff</p> <p>SLT DSL</p>	<p>2x Termly</p> <p>April '24</p> <p>Weekly</p>	<p>More visible awareness of different ethnic groups represented in displays</p> <p>Teachers are aware of and respond to racist incidents</p> <p>Number of racist incidents decreased</p>

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GENDER <i>*Analysis of all pupil achievement and performance by gender</i> <i>*Promote equality of opportunity</i> <i>* Range of gender friendly teaching styles and strategies</i>	<ul style="list-style-type: none"> Ensure curriculum opportunities, are accessible and inviting to all pupils Actively challenge traditional gender stereotypes through education and positive role models Resources, including books in library avoid stereotypical roles Renew and increase resources in EYFS/KS1 classes avoid stereotypical roles – dolls, role play, dressing up, books 	SLT/CT AAH/CT Eng Co. CT	Jan '23 Nov '23 April '24 April '24	More visible awareness of genders represented fairly in groups represented in displays
SEXUAL ORIENTATION <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i>	<ul style="list-style-type: none"> RSHE curriculum fully embedded across school Age-appropriate resources and materials in library and classes sourced and purchased 	AAH (KM) CT	Feb '24 April '24	Children are taught about and are aware of different family types

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CURRICULUM FOR EQUALITY <i>*Relationships with others/PSHE</i> <i>*Resources</i>	<ul style="list-style-type: none"> PSHE curriculum embedded Range of curriculum enrichment days planned with focus on diversity All pupils involved in Pupil Voice and through school council 	PSHE co. AAH (KM) Comm. Co.	Feb '24 June '24 Nov '23	
COMMUNITY COHESION <i>*Targeting underachieving groups</i> <i>*Family learning</i> <i>*Parents and the community</i> <i>*Global Links</i>	<ul style="list-style-type: none"> Schools are well publicised in local media Regular newsletters to parents and shared with Trust, local community groups Social media regularly updated 	SLT Online Safety Co. CT/SLT Admin Online safety co.	Dec '24 Weekly Weekly	

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	Resources
Disability	<ul style="list-style-type: none"> • Inclusion jigsaw puzzles • Ability jigsaw sets • New books for library and classroom which raise understanding and empathy towards different disabilities • Dolls which represent range of disabilities
Race	<ul style="list-style-type: none"> • Small world wooden multicultural people • Small world plastic diversity people • Life around the world book pack • Children around the world figures • Role play dressing up costumes from around the world • Small world black family figures Small world white family figures • Small world light brown family figures • Race jigsaw sets • 'Welcome' in different languages sign for outside entrance • Musical instruments from around the world • Variety of dolls from different cultures/skin colour • Reading books which have the main character from BAME background, deal with racism, and represent ethnic minorities in authors and illustrators • Story books/Social Stories/Symbols/Signs for classroom and library which celebrate and raise awareness of different cultures
Sexual Orientation	<ul style="list-style-type: none"> • Photographic modern family pack • Story books which represent different family types • Age-appropriate resources to fully embed the RSHE curriculum