Single Equality Scheme Action Plan
Riverwalk – Spring 2026

Heading	Actions	Who	When	Impact and next steps
All Equalities **Staff and LC representation* **Exclusions* **Training needs*	● Further develop a culture of inclusion and diversity where everyone feels valued and can fully participate in school life. ● Provide ongoing staff training on inclusive teaching practices and unconscious bias. ● Ensure school policies and procedures reflect a commitment to equality and inclusion. ● Promote positive engagement with parents and the wider community to support an inclusive school environment. ● Ensure the curriculum promotes role models that young people positively identify with in terms of diversity including race, disability, gender.	SLT, AAH, All Staff SLT/ Curriculum Leads	Throughout 2026 Sept '26	Staff embed inclusive practices in planning and teaching. Increased representation in curriculum and school leadership. Stronger relationships between school and diverse community groups. Staff complete equality, diversity and inclusion training regularly in line with statutory and Trust requirements. Diversity positively reflected in school displays

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Heading	*Actions*	*Who*	*When*	*Impact and next steps*
ACCESSIBILITY/ DISABILITY **Analysis of pupil data inc progress and attainment*	• 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 • Evidence for Learning to assess all children and monitor learning across all abilities • We will continue with a process of monitoring and evaluating the effectiveness of the curriculum scheme, eg. lesson explorations, SLT informal visits, reviews or surveys, termly reports.	CT/Physical & Sensory Co. SLT/Curriculum Leads SLT/Phase Leaders/CT SLT/Phase Leaders/CL	Sept '26 Nov '26 Nov '26 Ongoing	Website accessibility review completed successfully and is reviewed annually. All pupils have access to a broad and balanced curriculum. All children show understanding and empathy towards different disabilities We have a tailored and inclusive approach in our curriculum with: Personalized approach Multi-sensory method Flexible and adaptative curriculum Inclusive and supportive environment Total communication approach Encourage confidence and independence.

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RACE **Promote equality of opportunity* **Eliminate unlawful discrimination* **Eliminate racist harassment* **Promote good relations between different ethnic groups*	● Plan learning opportunities for all pupils through our curriculum	SLT/Curriculum Leads CT	Sept '26	Increased awareness and celebration of cultural diversity.

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Heading	*Actions*	*Who*	*When*	*Impact and next steps*
	• 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	SLT/ CL	Sept 26	More visible awareness of different ethnic groups represented in displays Student Council is active, with pupils also representing Riverwalk at Trust and Local Authority forums.
	• Displays and resources in school represent a range of diverse cultures	CT	Sept 26	Locality Committee membership reflects a diverse range of backgrounds and perspectives.
	• Identify, respond and report all racist incidents - recorded accurately on My Concern/Arbor and parents informed	DSL/All		
	• Monitor number of, and analyze, racial incidents through My Concern and Arbor	SLT DSL	Weekly	Teachers are aware of and respond to racist incidents No reported pupil racist incidents during the review period. One incident involving an agency staff member was reported this year and addressed through school procedures.

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Heading	*Actions*	*Who*	*When*	*Impact and next steps*
GENDER **Analysis of all pupil achievement and performance by gender* **Promote equality of opportunity* ** Range of gender friendly teaching styles and strategies*	● 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	Sept 26 Sept 26 Sept 26 Sept 26	More visible awareness of genders represented fairly in groups represented in displays
SEXUAL ORIENTATION **Promote equality of opportunity* **Eliminate unlawful discrimination* **Eliminate racist harassment*	● RSHE curriculum fully embedded across school ● Age-appropriate resources and materials in library and classes sourced and purchased	SLT/ Curriculum Leads CT	Sept 26 Sept 26	Children are taught about and are aware of different family types

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CURRICULUM FOR EQUALITY *with others/PSHE* **Resources*	● PSHE curriculum embedded ● Range of curriculum enrichment days planned with focus on diversity ● All pupils involved in Pupil Voice and through school council ● Undertake a formal review of library stock and curriculum resources to ensure materials are current, inclusive, representative of the school community, and aligned with curriculum objectives and reading priorities.	PSHE co. SLT/Curriculum Leads Comm. Co. Steph and English lead	Sept 26 June '26 Sept 26 Academic year 2026/27	All children show awareness of diverse groups, and all groups have a representative and a voice in school Continue to audit resources annually to ensure materials remain current and relevant. Seeking feedback from pupils, staff, and parents on resource selection and accessibility.

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COMMUNITY COHESION **Targeting underachieving* **Family learning* **Parents and the community* **Global Links*	● Schools are well publicized 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 '26 Monthly Weekly	Increased parental and community involvement. Enhanced cultural awareness and school-wide participation. Strong community engagement through Riverfest, Winter Fair, Sports Days and class-based seasonal events. Improved communication and outreach strategies.

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	Resources
Disability	• 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	• 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 different backgrounds, 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	• Photographic modern family pack • Story books which represent different family types • Age-appropriate resources to fully embed the RSHE curriculum