



Equality Action Plan 2024 - 2028

Objective	Actions	Lead
Pupils show respect to everyone, regardless of disability, race, ethnicity, gender and religious belief	Continue to develop our curriculum so it has embedded within it, positive role models, including those who have a disability. Invest in a range of books which enable children to learn about disabilities. Invest in a range of books where people with disabilities are represented. Continue to embed the curriculum with positive role models where different ethnicities are represented. Regular, planned communication with families where English is an additional language. Invest in a range of books where people from different ethnicities are represented. Challenge gender stereotypes in literacy. Ensure there are accessible books where males and females are not in 'traditional' roles. Invest in more literature which challenges gender stereotypes. Continue to develop our curriculum so that it supports our children's understanding of world religions. This may include visits and visitors.	Subject leaders SENCo Subject Leaders EAL lead Subject leaders Subject leaders RE lead
Further enhance staff awareness and understanding of equality and diversity	Staff training in equality and diversity. Signpost staff to quality texts that address protected characteristics. Encourage subject leaders to look at their subject and review it regularly to ensure equality and diversity are embedded throughout.	Headteacher Subject leaders
Engage with local communities and partner schools	Establish greater links with inner city Derby Schools, including visits Invite parents with a hearing impairment in to school to teach children BSL and promote inclusion of the deaf community. Visit different places of worship in Derby City and invite people from places of worship in to school.	Leadership team Teachers RE lead

Diminish the attainment gap between different groups of children in school	Different groups form basis of discussion in termly Pupil Progress Meetings Create an enriching provision for children with specific needs who have barriers to learning e.g., EAL, SEND	Headteacher Teachers SENCo EAL lead
To ensure all areas of the school are as accessible as possible for all members of the school community. To facilitate good wheelchair access to the playground and Forest School by resurfacing identified areas. To provide ramps to the Foundation Stage and Year 1 classrooms.	Request an audit of provision from Derby City Council Undertake any works that may be needed to facilitate ease of movement around school for those children and staff that have mobility issues. Put risk assessments and Personal Evacuation plans in place for children and staff who have mobility issues.	SENCO