



St. Mary's Church of England Primary School

'Dream, Believe, Achieve!'

'With God, all things are possible.' Matthew 19:26

Equality Action Plan

Aspect of the Equality Duty and issue identified	Objectives and timescale	Activities	Responsibility	How we will measure progress
Statement 1: All learners are of equal value. Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.				
Equal progress and attainment of children	Motivate and challenge children to have a thirst for learning through a wide variety of planned and spontaneous experiences which celebrate creativity, diversity and enjoyment in a secure and healthy environment.	<ul style="list-style-type: none"> • Cross curricular planned activities • Trips and visitors • PE and Sports coaching • Christian Values and Character Education to further develop independent learning. • Range of extra-curricular activities planned. • Nurture & Intervention provision 	<ul style="list-style-type: none"> • Staff • Governors • SENDCo 	<ul style="list-style-type: none"> • Pupil Progress Meetings • Pupil voice • Parent Voice • SEND Individual Education Plans • Targeted Interventions • Practical input
Statement 1: All learners are of equal value. Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging. Statement 4: We observe good equalities practice, including staff recruitment, retention and development. Statement 5: We aim to reduce and remove existing inequalities and barriers.				



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Equal progress and attainment of children no matter of race or nationality	With an understanding of what our children already know we provide for the needs of each individual and through high quality teaching enable them to achieve high standards.	<ul style="list-style-type: none"> Engage boys and girls in the learning process through exciting and stimulating topics To ensure positive experiences of Reading Cross curricular opportunities Positive role models Real life experiences Pupil Progress Meetings Pupil voice Parent Voice 	<ul style="list-style-type: none"> Staff Governors SENDCo 	<ul style="list-style-type: none"> Pupil Progress Meetings Pupil voice Parent Voice
We observe good equalities practice, including staff recruitment, retention and development.	<p>Recruitment-All positions advertised are open to all regardless of race, gender or disability.</p> <p>Applications are judged strictly on merit.</p> <p>Pay-all pay is in line with nationally agreed pay scales.</p>	<ul style="list-style-type: none"> Recruitment ensures all applicants are judged on merit. Pay scales meet national guidelines. 	<ul style="list-style-type: none"> Headteacher Governors Staff 	<ul style="list-style-type: none"> Headteacher Account Manager

Statement 7: We strive to ensure that society will benefit



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Improve the facilities to support education in the local community	Develop thoughtful and responsible young people who know how to persevere when faced with difficulties and accept failure as a learning experience.	<ul style="list-style-type: none"> • Links with St Mary's Church • Links with Feed the Hungry • Links with HBBC • Food for Life Links • Providing for the local food bank • School Parliament • Eco Council • SNAG • Head Boys/Girls and their Deputies 	<ul style="list-style-type: none"> • All staff • Parents • School Pupil Leadership 	<ul style="list-style-type: none"> • Engagement in local community • Parent feedback • Pupil numbers in events • Press coverage
Statement 2: We recognise, welcome and respect diversity. Statement 6: We consult and involve widely				
Awareness of different beliefs and cultures	Provide an effective partnership with parents and the community to strive to ensure our children develop respect for themselves, their families and others and approach learning as a tool for life.	<ul style="list-style-type: none"> • PSHE curriculum • RHSE curriculum • 'Everyone's Welcome!' • Safeguarding training • Parent workshops • Open book days • Celebration/Awards assembly • Class Assemblies • Festivals • Productions • Coffee Mornings 	<ul style="list-style-type: none"> • All staff • Governors 	<ul style="list-style-type: none"> • Parent participation numbers • Parent feedback • Press coverage • Pupil voice



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