

Single Equality Scheme Action Plan

Heading	Actions	Who	When	Impact and next steps
ACCESSIBILITY/ DISABILITY <i>*Review Accessibility plan</i> <i>*Analysis of pupil data inc progress and attainment</i>	Update of site map for evacuation plan Refreshing equipment on the playground with accessible resources	RC ED/AL £1000	Dec 2026 June 2026	Evacuation plans on updated site map displayed around school All pupils accessing play equipment
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>	EYFS to provide dolls, musical instruments, food and items for display that represent a wide range of cultures Review curriculum threads to ensure explicit teaching relating to equality and diversity	AS £200	ongoing	Resources in place to represent a wider range of cultures Pupils are experiencing more diverse home corners and role play areas as well as a broader representation of cultures in their small world play Drop-down multicultural days for explicit teaching of diversity
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>	Use RSHE resources to promote gender equality and equal opportunity Staff avoid gender specific language “great tidying” rather than “good girl”.	AS/ Steph H	2026/7 curriculum	Audit Autumn 2026 (Steph H)
SEXUAL ORIENTATION <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i>	Promote equality of opportunity through inclusive curriculum, including residential visits/sports events (e.g. swimming)	All staff	2026/7	Yr 5/6 residential June 2027? Weekly swimming KS2 2026-27
CURRICULUM FOR EQUALITY <i>*Extracurricular opportunities</i> <i>*Relationships with others/PSHE</i> <i>*Resources</i>	Review curriculum threads to ensure explicit teaching relating to equality and diversity To reflect all cultures in assemblies through music choices and relevance of news/stories	ED/AS Teachers All staff	Spring 2027	Learning Pi assemblies, will ensure equality is taught explicitly Opportunities for promoting diversity, healthy relationships etc., are embedded in the curriculum
COMMUNITY COHESION <i>*Targeting underachieving groups</i> <i>*Family learning</i> <i>*Parents and the community</i> <i>*Global Links</i>	Analyse progress, attainment and attendance data of minority groups Identify pupils that are underachieving and support with appropriate interventions	ED/SF Teachers	2026/7	Attendance monitored weekly Learning Support Plans updated termly Termly individual RWM targets set Intervention timetable running
ALL EQUALITIES <i>*Staff and LC representation</i> <i>*Exclusions</i> <i>*Training needs</i>	Staff receive updates to behaviour policy and use appropriate wording for suspensions Staff CPD in Norfolk Steps Training is embedded	ED	Spring 2027	Office Manager has updated suspension documents from CMAT Policies regularly updated and distributed by CMAT Norfolk Steps Lead Trainer refresher course (ED Nov 2026)