

Equality objectives statement action plan

Dealing with prejudice					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
A number of Prejudice-related Incident Reports indicates that children need to develop their understanding of racist language.	To ensure pupils understand why racist language is wrong; are appropriately sanctioned if they are perpetrators; and are supported if they are victims.	To improve teaching around prejudice, with racism specifically being addressed – this will be done via assemblies and through the No Outsiders programme. Ensure the curriculum exposes children to a wide range of cultures.	The headteacher and teachers.	The number of prejudice-related incidents of racist language will decrease.	To be reviewed termly.
A very small number of Prejudice-related Incident Reports indicates that children need to develop their understanding of homophobic language.	To ensure pupils understand why homophobic language is wrong; are appropriately sanctioned.	Through the No Outsiders programme.	The headteacher and teachers.	The number of prejudice-related incidents of homophobic language will decrease.	To be reviewed in termly.

Celebrating diversity

Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
85% of the children on roll are White British. Children are exposed to a limited number of different races and cultures.	To ensure that children recognise and respect different cultures	<p>The mission statement is taught on an annual basis and revisited throughout the year.</p> <p>This is taught through Catholic Social Teachings, PSHE and the No Outsiders Programme.</p> <p>Ensure the curriculum exposes the children to a wide range of cultures.</p>	Headteacher and Teachers	Children can articulate their understanding of different cultures.	Annually- Pupil questionnaire
Facilitating equality in the workplace					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
No areas have been highlighted by staff through the Autumn Term Questionnaire 2024					Completed a staff Questionnaire Autumn Term 2025
Enabling representation					

Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
All members of the governing body except one are the same gender.	To ensure the school's governing board is representative of the school's local community.	To consider whether the current governing board is able to sufficiently represent all genders.	The chair of governors and full governing board.	The school's governing board will be able to account of all genders.	To be reviewed in the governing board meeting at the end of the Spring term.
School Council is elected on an annual basis by the children. School council does not always represent the whole school community e.g. SEND, EAL	To ensure that school council represents the whole of the school community.	Ensure that during the election process all members of the school community are encouraged to apply.	DHT and Teachers	The school council fully represents the school community.	To be reviewed annually
Supporting inclusion					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
Not all external doors and one of the hall doors is not wheelchair-accessible, which can prevent access for some pupils, staff and visitors.	To ensure all areas of the school are as accessible as possible for all members of the school community.	With the support of Arcadis conduct a site survey to consider how school can become more wheelchair accessible	The premises manager, Office Manager and contractors.	External doors are wheelchair-accessible via ramp.	Annually- Jan 2026