



Madresfield CE Primary School Equality Plan and Objectives 2024-2027

Equality Strand	Objectives	How will the impact of the action be monitored?	Who is responsible?	What are the timeframes?	Early Success Indicators
All	Publish and promote the Equality Plan through the school website, newsletter and staff meetings. All staff to have read Equality Plan by end of September each academic year. Discussion/Q&A on staff meeting agenda.	Noting staff and parent awareness of principles of the Equality Plan.	Head of School	Publish updated plan on website in January 2025.	Staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating classroom displays. Parents are aware of the Equality Plan.
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability.	Head of School/LAB	Ongoing	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups.
All	Ensure that the curriculum promotes role models that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.	Increase in pupils' participation, confidence and achievement levels. Subject reviews.	Head of School/Subject Leaders	Ongoing	Curriculum reflects the principles of the Equality Plan.
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity – monitor through PSHE.	Head of School	Termly audit	Diversity reflected in school displays across all year groups.
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the JLT by election, leading assemblies, fund raising, church services etc	JLT representation monitored by race, gender, disability.	Head of School	Annually following each election	Key school roles are shared fairly among pupils.

Race Equality Duty	Ensure racist incidents are identified, responded to and reported rapidly. Report the figures to the LAB on a termly basis.	The Head of School/LAB will use the data to assess the impact of the school's response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response?	Head of School/LAB	Ongoing	Teaching staff are aware of and respond to racist incidents. Consistent nil reporting is challenged by the LAB.
Gender Equality Duty	Introduce initiatives to encourage girls to take up sport outside the curriculum requirements, and boys to take up dance to make participation rates more reflective of the school population.	Increased participation of girls and boys in sports clubs and out of school sport activities	Head of School/PE Lead	Ongoing	More girls and boys take up after-school sports clubs
Disability Equality Duty	Disabled children can take part in all aspects of the curriculum, including educational visits and journeys; lunchtime activities; PE and dance and assemblies.	Monitoring involvement of disabled pupils. Included in educational visit planning process.	SEND/CO/EVC	Ongoing	
Community Cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas.	SMSC calendar review	PSHE Subject Lead	Ongoing – planned with SMSC calendar in September.	Increased awareness of different communities shown in PSHE assessments.

The Equality Plan and objective should be read in conjunction with the following Madresfield CE Primary School and DoWMAT Policies (not an exhaustive list):

Anti-Bullying Policy

Admissions Policy

DoWMAT Code of Conduct for staff

DoWMAT Equality Policy

EYFS Policy

DoWMAT Maternity Policy, Paternity Policy, Staff Absence Policy and Adoption Leave Policy

RHSE Policy

Safer Recruitment Policy, Safeguarding Policy and Child on Child Abuse Policy

Supporting Pupils with Medical Conditions Policy

DoWMAT Whistleblowing Policy