

Bramcote C of E Primary School



Equality Duty – Action Plan 2023-2026

1 - We will eliminate discrimination by ensuring all children are welcomed to Bramcote C of E Primary School and all possible efforts made to remove barriers to learning and activities. Using KAPOW primary PSHE / SRE focuses on celebrating difference and boosting self-esteem to appreciate all our gifts.

2- Advance equality of opportunity - by ensuring all clubs are for all children regardless of protected characteristics. We provide free music lessons for children on Free school meals, and all children are invited to participate fully in extra-curricular opportunities with reasonable adjustments made.

3- We foster good relations between people – we work closely with our local parish church and children’s, youth and families worker. We invite in members of the local community, parents and carers to support the children with their learning and building their knowledge and understanding. We work in partnership with Nottingham Trent University and support in training teachers of the future. We work closely with our local church schools and advocate shared CPD and shared projects that will raise pupils progress and attainment.

Aspect of the Equality Duty and issue identified	Objectives and timescale	Activities	Responsibility	How we will measure progress
Protected characteristic: Disability/SEN				
Attainment of children with SEND	Promote positive attitudes towards people with disabilities and ensure they are given equal opportunities through teaching and learning experiences.	<ul style="list-style-type: none"> Using individual targets for teaching reading, writing and maths Spelling Intervention Handwriting Intervention Develop positive messages about Dyslexia and implement a Dyslexia policy Interventions with phonics Hold termly SEN review for most significant pupils Ensure quality first teaching of children with SEN Plan positive experiences of disability into teaching programme e.g. Louie Braille, signs and symbols Provide special opportunities, visitors related to disability awareness e.g. guide dogs Purchase resources that provide positive images of people with disability Reasonable adjustments are made to ensure that pupils with SEND / Disabilities are able to participate in extra-curricular activities. 	<ul style="list-style-type: none"> Whole Staff SENCo SEN governor 	<ul style="list-style-type: none"> Pupil Progress Meetings SEN review of targets Pupil voice Parent feedback Lesson observations Assess and Monitor Interventions implemented.
Protected characteristic: Ethnicity (race)				
Awareness of difference races	Develop positive attitude to our multicultural society	<ul style="list-style-type: none"> To embed school values Celebrate key religious events through RE Build a culture of respect and tolerance. Engage with activities during Black History Month learning about people of colour as advocates of change. 	<ul style="list-style-type: none"> HT RE subject leader 	<ul style="list-style-type: none"> Pupil conversations Pupil questionnaires School Parliament School collective worship School Newsletter Celebrating and acknowledging difference.

		<ul style="list-style-type: none"> • Invite people (parents/ carers/ grandparents) to come and share with children different celebrations, cultures, experiences. • Celebrate difference through Cultural / Diversity Day. 		
Protected characteristic: Gender (sex)				
Equal progress and attainment of children	Ensure equal progress in reading, writing and maths for girls and boys.	<ul style="list-style-type: none"> • Provide early writing opportunities for boys and girls in YR and Y1. • Engage boys and girls in the learning process through exciting and stimulating topics • Present positive male and female role models in school • Present positive male and female role models in society e.g. female scientists or mechanics 	<ul style="list-style-type: none"> • All Staff • English and Maths, Science and RSHE Subject leaders 	<ul style="list-style-type: none"> • Pupil Progress Meetings • Eazmag data • Pupil voice • Work scrutiny

Aspect of the Equality Duty and issue identified	Objectives and timescale	Activities	Responsibility	How we will measure progress
Protected characteristic: Pregnancy and Maternity				
Equal access to the working environment	Ensure that members of staff who are pregnant or on maternity are treated fairly and reasonable adjustments are made to support them.	<ul style="list-style-type: none"> • Undertake a risk assessment to ensure they are safe at work. • Ensure pregnant members of staff have adequate breaks during the day. • Ensure they are able to attend antenatal appointments with paid leave. • Ensure that a suitable/comfortable place is available to feed and nurse baby if requested. • Option to request flexible working in line with school policy. 	<ul style="list-style-type: none"> • Headteacher / SLT 	<ul style="list-style-type: none"> • Ensure RA is regularly reviewed • Staff Voice
Protected characteristic: Religion or Belief				
Awareness of different beliefs and cultures	Raise awareness of and develop a positive attitude and tolerance towards different religions	<ul style="list-style-type: none"> • Link with other places of worship • Visit places of worship from a different religion • RE curriculum developed and embedded • Provide opportunities for prayer, reflection and song in school collective worship 	<ul style="list-style-type: none"> • HT • RE subject leader 	<ul style="list-style-type: none"> • work with the local parish church • Involvement of parents / carers of children from other religious backgrounds. • Pupil voice
Protected characteristic: Sexual Orientation and Gender Reassignment				
Awareness of sexual orientation and gender reassignment	Develop positive attitude to sexual orientation and gender reassignment	<ul style="list-style-type: none"> • School is proactive in its response to pupil questions and inquisitiveness by reinforcing tolerance and developing understanding • Revised Behaviour policy reinforces positive values and challenges inappropriate attitudes 	<ul style="list-style-type: none"> • All staff • RSHE subject lead 	<ul style="list-style-type: none"> • Pupil voice • Behaviour log • Staff feedback

		<ul style="list-style-type: none"> Classroom displays and resources e.g KAPOW resources support in reflecting different families within school and society. 		<ul style="list-style-type: none"> Parent Partnership meetings
Access plan (including physical improvements, curriculum access and the provision of auxiliary aids)				
Improve the facilities	To ensure access to all areas is available to all All pupils physical and learning needs are supported through provision of resources	<ul style="list-style-type: none"> Individual programmes for support from external agencies are adhered to Provision is made to provide a disabled car parking space within the school car park 	<ul style="list-style-type: none"> Staff Governors SENCo 	<ul style="list-style-type: none"> Accessibility plan 2023-26

Aspect of the Equality Duty and issue identified	Objectives and timescale	Activities	Responsibility	How we will measure progress
Community Cohesion Plan (any additional actions not already covered under the above headings)				
Awareness of different beliefs and cultures Improve the facilities to support education in the local community	To raise the profile of education within the local community.	<ul style="list-style-type: none"> Local community supporting school events Parent events and workshops Links with the pre school Friends (PTA) community events Raise profile of the school within the local community through events and activities Support with training of future teachers linking with NTU. Planning CPD and events between local church schools. 	<ul style="list-style-type: none"> All staff Friends Governors Church Incumbent / children's, Youth and Families worker. 	<ul style="list-style-type: none"> Parent questionnaire Pupil numbers Parental involvement Parent Partnership Displays of work across three schools