

Wingfield Primary School
Equalities Action Plan 2022 – 2026

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation
- These are called 'protected characteristics'

Listed below are the Equality Objectives for 2022-2026. Progress towards these objectives will be reviewed annually.

Equality Strand	Equalities Issue	Action	How the impact will be monitored	Person responsible for implementation	Time frames	Expected Impact
All	Ensuring the equalities policy is embedded across the school community	Publish and promote the school action plan through web site, newsletter and PDM's	Add questions to annual surveys to establish awareness and understanding; liaise with PHSE leader, School Council Leader and Inclusions Leader	Headteacher	As soon as policy is agreed by trustees	All staff are familiar with the principles of the equality plan and use them to underpin planning and teaching

						<p>Pupils have an increased awareness of equality</p> <p>Parents are aware of the practice and purpose that underpins the equality policy</p>
All	To ensure our curriculum reflects diversity through content, delivery, reflective and accessible to our community.	Subject leads to reflect and revise current curriculum documents.	Subject leaders to meet termly and reflect on sequences of learning throughout curriculum and ensure it reflects on the diversity of the community.	Curriculum Leader	July 2023	Children have access to rich and broad learning experiences which reflects diversity of communities and help to feel represented within their curriculum.
Gender	To ensure that girls' experiences in academia and sports will make them more aware of a range of	Continue to develop opportunities and understanding in STEM subjects to inspire all children and specifically girls to	Monitor the number of girls attending sports clubs from Autumn 2022	Science, Maths, PE leaders School Council Leadership Team	September 2024	

	<p>opportunities so they may aspire to non-stereotypical professions</p>	<p>consider further education and a future career in science or maths</p> <p>Organise more after-school and out-of-school sporting opportunities for girls</p> <p>Organise for female visitors to give presentations at school about their careers and/or role in society</p>	<p>Monitor the attendance of girls football team and those attending competitions.</p>			
Sexual orientation	<p>Develop understanding of same sex relationships in families</p>	<p>Update PHSE curriculum to reflect age-appropriate understanding of same sex relationships</p> <p>Continue to deliver relationships statutory curriculum programme in Year 6 and provide an</p>	<p>Pupil voice in Relationship lesson evaluations</p>	<p>PHSE Leader, Headteacher, Class teachers</p>	<p>September 2024</p>	<p>A greater understanding ensures that homosexual labels are not being used in a derogatory way</p>

		<p>information for parents</p> <p>Continue to use the No-Outsiders' project to include</p>				
Disadvantaged Children	There continues to be gaps of varying degrees in attainment between disadvantaged and non – disadvantaged	Identify disadvantaged children with lower attainment or progress and target them through our Pupil Premium funding	<p>Lesson observations</p> <p>In year assessment and tracking</p> <p>Progress meetings with teachers</p> <p>End of year data</p>	Leadership Team	Ongoing	Attainment gap between disadvantaged and non-disadvantaged will be reduced are inline with Age-related expectations.