

**Action Plan 2023-24**  
**Area: Standards-Single Equalities**

**BRABIN'S  
ENDOWED  
PRIMARY  
SCHOOL**



Equality Strand	School Action	How will the impact be monitored?	Who is responsible for monitoring?	Timeframes?	Success Criteria/Indicators
All Strands	Promote the Equality Plan throughout the school: school website, newsletter, staff meetings and during inductions of new staff.	Ensure all stakeholders are aware of the scheme. Use of parental questionnaires.	Headteacher	Ongoing	Staff have a clear understanding of the Equality Plan and use this to plan learning opportunities. Parents and governors are aware of the plan.
All Strands	To monitor and analyse pupil achievement by race, gender and disability. Ensure that there is no ongoing trend of poor achievement and progress for any group of children in the school. Subject leaders will be responsible for their own subject areas.	Data will be analysed by race, gender and disability. Feedback to class teachers	Headteacher/ Assessment Co-ordinator/ Governors / Subject Leaders	Annually in September	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups
All Strands	Ensure that our curriculum effectively promotes role models and heroes. This should reflect the school's diversity in terms of race, gender and disability. This will include a range of diverse books pupils have access to through the School library.	Increase in pupils' participation, confidence and achievement levels.	Headteacher/ Subject Leaders	Throughout the year through topics and theme days or weeks	Pupil participation and confidence improvement for specific groups.
Disability Strand	Recognise and represent the talents of disabled pupils(	More Able register is monitored by race,	Headteacher/ Subject Leaders	Reviewed termly	Analysis of the More Able, register reflects

	including learning disabilities) through opportunities for more able pupils	gender and disability.			the school's diversity.
All Strands	Ensure that school displays promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation and confidence. Monitor through PSHE.	Class teachers	Ongoing	Greater emphasis on diversity reflected in school displays.
All Strands	Ensure all pupils are given opportunities to make a positive contribution to the life of the school e.g. through involvement in a school committee or class assemblies etc	School council members monitored by race, gender and disability.	Committee leaders	Ongoing Committee meetings once a half term	Pupil diversity reflected in school council .
Race Equality Duty	Identify, respond to and report racist incidents. Report the figures to the Governing body / Local Authority on a termly basis.	The Headteacher / Governing body will use the data to assess the impact of the school's response to incidents.	Headteacher / Governors	Headteacher report on a termly basis	All staff are aware of and report racist incidents to the Headteacher. Reporting is analysed by the Governing Body.
Gender Equality Duty	To encourage boys and girls equally to participate in extra-curricular activities, ensuring gender stereotypes are challenged.	Increased participation in extra-curricular activities.	Subject Leaders	Ongoing	Increase in attendance of extra-curricular activities.
Disability Equality Duty	Monitor accessibility to the main school building through liaising with professionals.	Monitoring of responses by visitors to school.	Headteacher/ SENCO Site Supervisor	Annually- September 2023	School remains accessible for all pupils, parents and visitors.
Community cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas.	PSHE; whole school and class assemblies; and visitors to school.	Headteacher/ Class teachers	Throughout the year	Increased awareness of different communities.