



THE WHITE ROSE FEDERATION

SINGLE EQUALITY SCHEME

Document Status			
Date of adoption by the Governing Body		Date of next review	
Summer 2024		Summer 2027	
Responsible officer			
J. Marwood			
Signed:			
Headteacher	S. MacDonald	Chair of Governors	A. Burr & A. Edwards

Links to Other Policies	

Note – reference to ‘our school’ applies to all three schools within our federation.

Introduction

This Single Equality Scheme for schools in North Yorkshire provides a format for addressing the statutory duties of the Equality Act 2010 and The Children and Families Act 2014. This supersedes and brings together all previous statutory duties in relation to race, gender and disability and also addresses the duty to promote community cohesion, thus meeting the school’s statutory duties in these areas.

The scheme also highlights how our school has worked with and listened to the staff, pupils, parents and carers to inform development of action plans and the need and commitment required to ensure the scheme is a success. This is underpinned by a commitment to promoting positive relationships and understanding between all groups within our school community.

This document sets out how pupils with the following protected characteristics will be protected in our school from harassment and discrimination: -

- disability
- gender
- race
- religion and belief
- sexual orientation
- gender reassignment
- pregnancy and maternity.

The law on disability discrimination is different from the rest of the Equalities Act in a number of ways. In particular, it works in only one direction – that is to say, it protects disabled people but not people who are not disabled. This means that schools are allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them on a more level footing with pupils without disabilities. The definition of what constitutes discrimination is more complex. Provision for disabled pupils is closely connected with the regime for children with special educational needs. Chapter 4 of the Act deals in detail with disability issues.

This scheme extends however to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. pupils from low-income families).

As well as delivering high quality services to our pupils, the school is also committed to being a good employer and as such this scheme outlines how we meet our varied duties in terms of recruitment and employment practices. We are also committed to be fully inclusive of all community users, including parents and carers. As such, this scheme therefore also sets out how we will work to overcome any discrimination related to the other protected characteristics: -

- Age*

- Being married or in a civil partnership

*A person's age is also a protected characteristic in relation to employment and the Act extends this (except for children) to the provision of goods and services, but age as a protected characteristic does not apply to pupils in schools. Schools therefore remain free to admit and organise children in age groups and to treat pupils in ways appropriate to their age and stage of development without risk of legal challenge, even in the case of pupils over the age of 18.

The impact of this scheme is reported on annually.

Aims of the Single Equality Scheme

- To articulate the school's commitment to equality which permeates all school policies and practices,
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected,
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation,
- To comply with statutory duties under equalities legislation in one document.

Purpose of the Equality Scheme

This equality scheme is the school's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010 (see appendix 1). It is an attempt to capture how the school is systematically establishing and implementing good practice in equality and diversity across all areas of school life. This includes a response to all aspects of social identity and diversity.

This Equality Scheme sets out how the school will:

- eliminate discrimination,
- eliminate harassment or victimisation related to any aspect of social identity or diversity,
- promote equality of opportunity,
- promote positive attitudes to all aspects of social identity and diversity,
- encourage participation by disabled people and people representing different aspects of social identity in public life,
- take steps to take account of difference even where that involves treating some people more favourably than others,
- take proportionate action to address the disadvantage faced by particular groups of pupils.

Planning to eliminate discrimination and promote equality of opportunity

This scheme is underpinned by the core belief that all children and young people belong to their local community and share the same rights to membership of that community and a quality education. We set equality objectives with associated actions which are outlined within our equalities action plan that accompanies this Equality Scheme. Our plan identifies what we will be doing over the coming years to make our school more accessible to the whole community, irrespective of background or need. (see appendix 2 below)

It encompasses our duties to promote positive outcomes in relation to race, gender and disability, but also identifies actions to address other social identities. It encompasses our **anticipatory duties to plan ahead for the reasonable adjustments** (reasonable and proportionate steps to overcome barriers that may impede some pupils) we need to make to be best placed to help disabled pupils who come to our school.

This action plan replaces the school's Disability Accessibility Plan for the school (previously required under the planning duties in the Disability Discrimination Act) as it sets out how the school will increase access to education for disabled pupils, alongside other protected groups, in the three areas required:

- increasing the extent to which disabled pupils can participate in the school curriculum,
- improving the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided,
- improving the availability of accessible information to disabled pupils.

The action plan is renewed annually and progress towards the equality objectives within it is reported on regularly to governors, and this information is published at least annually. Equality objectives have been identified through consultation with key stakeholders. Our equality objectives are published at least once every four years.

This action plan is understood and implemented by all staff and is available on the school website. It is available in different formats and in different languages on request to the school office.

Our school has regard to the need to provide adequate resources for implementing plans and must regularly review them. (NB An accessibility plan may be a freestanding document but may also be published as part of another document such as the school development plan.)

Our school records all prejudice based and hate incidents and reports them to the Local Authority, in line with the guidance, which can be found at: <http://cyps.northyorks.gov.uk/equalities-and-diversity>. Pupils and staff are encouraged to report incidents and the school responds effectively, aiming to eliminate all forms of discrimination and prejudiced based incidents.

What kind of a school are we?

School Vision and Values



One family, branching out together

'For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others.'

(Romans 12 verse 4-5)

Our Federation is a safe and caring environment which allows our community to flourish and grow. We nurture positive relationships, which lie at the heart of all that we do.

We believe in engaging pupils through challenging and inspiring learning opportunities, which are rooted in practical learning. We foster **independence and resilience, enabling each unique individual to fulfil their potential academically, socially, morally and spiritually, learning to become responsible members of our society.**

The school's vision and values statement reflect the school's ambitions for all its pupils and have been developed with the whole community. It refers to the key requirements set out in the National Curriculum Inclusion Statement <https://www.gov.uk/government/publications/national-curriculum-in-england-framework-for-key-stages-1-to-4/the-national-curriculum-in-england-framework-for-key-stages-1-to-4> for developing an inclusive curriculum: setting suitable learning challenges; responding to pupils' diverse learning needs; overcoming potential barriers to learning and assessment, for individuals and groups of pupils.

The school is committed to addressing any actions which are identified to improve our inclusive practice.

School Context

The nature of the school population and context to inform action planning for the equality Scheme:

Factors of the geographical location of the school: -

All three of our schools are situated in a semi-rural communities, south of Selby. We have a low percentage of ethnic minorities across our pupil and staff families. Barlow and Chapel Haddlesey are Church of England Schools and Burton Salmon is a Community School. The significant majority of our families have English as their first language. As of January 2024, the following percentages for Pupil premium, FSM and SEN at each school are as follows:

School	Barlow	Chapel Haddlesey	Burton Salmon
Free School Meals	4%	11%	33%
Pupil Premium	8%	11%	34%
Special Educational Needs	20%	20%	33%

The training taken to position the school well for the equality and diversity agenda.

Our federation staff regularly complete statutory and non-statutory training to support our pupils and families in school. These include:

First Aid, Positive Handling, Allergy training, SENCO training and updates, Safeguarding training and updates, Safer Recruitment training and updates, KCSIE training, PREVENT training, Relationship & Sex & Health Education training and updates, pastoral support training.

School provision

Examples of reasonable adjustments the school makes as a matter of course

Schools and local authorities have a duty to supply auxiliary aids and services as reasonable adjustments where these are not being supplied through Special Educational Needs (SEN) IPMS or from other sources. Additional high needs funding may be available on application to the local authority.

Information is currently provided for disabled pupils and parents/carer through individualised provision maps and meetings with parents/carers, communication books and through regular communication. Individual provision maps are reviewed with families every half term and adjustments made where necessary to continue to provide bespoke support for pupils; in some instances, reviews will occur more frequently depending on individual need.

We create communication-friendly and dyslexia-friendly environments through the use of learning walls and learning environments. Classrooms have enhanced provision such as coloured overlays, coloured paper, a range of mark making resources, access to iPads, standing desks and writing supports. These are reviewed regularly to ensure they reflect the needs of the pupils accessing them.

The school implements a positive and assertive behaviour policy which is reinforced by all staff and helpers within school. This includes clear strategies of support for pupils with emotional and behavioural needs.

The school writes individualised provision maps and 1:1 educational health care plans. We liaise in partnership with enhanced mainstream units to ensure that specific support is accessed when needed. We also work closely with the Local Authority SEN hub.

Assessment for Learning strategies encourages pupils to reflect upon their own learning when generating next steps. Personalised teaching and learning throughout the school ensures that the needs of individuals are met through a wide range of strategies and teaching methods.

Outcomes for pupils

Outcomes for pupils are analysed against social identity issues, i.e. gender, ethnicity, disability, faith background, and aspects of vulnerability identified by the school. This is compared with the outcomes made for all pupils.

These processes form part of the school's equality impact assessment to determine the impact of our provision on improving outcomes for identified pupils. In line with statutory requirements, all

new policies as well as existing policies and functions are evaluated for the impact they have, in consultation with identified pupils and parents/carers.

Outcomes for pupils are analysed in the following ways:

- analysis of end of key stage results
- achievements and participation of extra-curricular activities
- attendance and exclusion data
- engagement of pupils in lessons
- surveys to identify if pupils feel safe in and out of school, NYCC Growing Up in North Yorkshire survey and in-house surveys through Pupil Voice
- healthy schools teaching focus
- parent engagement with staff, including pastoral support officer
- participation in school excursions and extended schools participation
- termly behaviour and incident evidence, including incidents requiring LA notification.
- impact of the use of specific individual budgets e.g. Pupil Premium report SEN information report.

Equalities objectives

Our Equalities Objectives, based on needs analysis, for the period 2024-2028 are:

- to increase participation of pupil premium funded children in school activities;
- to increase understanding of the different protected characteristics;
- to raise attainment in maths for SEND pupils;
- to improve the attendance of vulnerable pupils in each year group.

We have identified these objectives because: These are the areas of need, identified by the leadership team over the past year. The schools have gone through significant improvements, and these are the key areas which now require further attention. Mental health of families, and therefore children, have become prevalent across each school, particularly impacting upon attendance. Parental mental health is a blocker to some children attending school on time and regularly, and we must ensure that the children receive their educational entitlement. Our community is changing, and our children do not understand the protected characteristics; however, further work is needed to identify these characteristics within our community. We anticipate greater financial pressures for our families during the current financial climate. We aim to ensure that all children can access after school provision. Maths is an area which needs to be developed at each school. Arithmetic is strong and this now needs to be applied to reasoning questions. This is particularly true for SEND pupils.

Indicators of progress towards the objectives are reviewed annually and recoded in the action plan (see appendix 2)

Roles and Responsibilities in Implementing the Single Equality Scheme and Equalities Objectives

The Head Teacher will:

- ensure that staff and parents are informed about the Single Equality Scheme and equality objectives
- ensure that the scheme is implemented effectively
- manage any day to day issues arising from the policy whether for pupils or for the school as an employer
- ensure all hate incidents are recorded, appropriately responded to and reported to the Local Authority
- ensure staff have access to training which helps to implement the scheme
- liaise with external agencies regarding the policy so that the school's actions are in line with the best advice available
- monitor the scheme and report to the Governing Body at least annually, on the effectiveness of the policy and progress towards the equalities objectives
- ensure that the SLT are kept up to date with any development affecting the policy/action plan arising from the scheme
- provide appropriate support and monitoring for all pupils and specific and targeted pupils to whom the scheme and equality objectives has direct relevance, with assistance from relevant agencies.

The Governing Body will:

- ensure that the school complies with all relevant equalities legislation
- recommend all governors receive up to date training in all the equalities and SEND duties
- designate a governor with specific responsibility for the Single Equality Scheme and equalities objectives
- establish that the action plans arising from the scheme are part of the School Development Plan
- support the Headteacher in implementing any actions necessary
- inform and consult with parents about the scheme
- publish equality objectives every four years
- evaluate the action plan annually
- publish information at least annually.

The Senior Leadership Team will:

- have general responsibility for supporting other staff in implementing this scheme
- provide a lead in the dissemination of information relating to the scheme
- identify good quality resources and CPD opportunities to support the scheme
- with the Headteacher, provide advice/support in dealing with any incidents/issues
- assist in implementing reviews of this scheme as detailed in the School Development Plan.

People with specific responsibilities, the Executive Headteacher and Chair of Governors

- details of the person responsible for maintaining and sharing with all the staff those vulnerable pupils and how their needs will be met

- details of the person responsible for ensuring the specific needs of staff members are addressed
- details of the person responsible for gathering and analysing the information on outcomes of vulnerable pupils and staff
- details of the person responsible for recording, reporting and monitoring prejudice based and hate incidents
- details of the governor responsible for publishing the SEN information report

Parents/Carers will:

- have access to the scheme and equalities objectives
- be encouraged to support the scheme
- have the opportunity to attend and contribute to the development of the scheme
- have the right to a personalised approach to meeting additional needs and a right to have their views taken into account
- have the right to be informed of any incident related to this scheme which could directly affect their child.

School Staff will:

- accept that this is a whole school issue and support the Single Equality Scheme and equalities objectives
- be aware of the Single Equality Scheme and how it relates to them
- be encouraged to express their views through a staff survey
- make known any queries or training requirement
- know how to deal with incidents of concern, including bullying and how to identify and challenge bias and stereotyping
- know procedures for reporting prejudice based and hate incidents
- not discriminate on racial, disability or other grounds
- keep themselves up to date with relevant legislation and attend training and information events organised by the school or LA
- ensure that pupils from all groups are included in all activities and have full access to the curriculum
- promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community.

Pupils will:

- be encouraged to express their views and contribute where possible to the formulation of policies
- be made aware of any relevant part of the scheme, appropriate to age and ability
- be expected to act in accordance with any relevant part of the scheme
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society
- understand the importance of reporting discriminatory bullying and racially motivated incidents

- ensure the peer support programme within the school promotes understanding and supports pupils who are experiencing discrimination.

Visitors and contractors are responsible for complying with the school's Equality Scheme – non-compliance will be dealt with by the Headteacher.

Involvement Processes

Policies are vital to identify and consolidate thinking regarding appropriate provision for pupils; however, they are often viewed as an end, when they should be seen as a process - always evolving in response to changes and evidence from impact assessments. When developing this Equality Scheme and the equalities objectives, the school is clear that this is a process which must be informed by the involvement of all participants such as pupils, parents, school staff, governors and external agencies. This will ensure that the school gleans insights into the barriers faced by people from different social identity backgrounds and learns the best ways to overcome such barriers. This Scheme and equalities objectives will be informed, therefore, by:

- the views and aspirations of pupils themselves from different social identity backgrounds;
- the views and aspirations of parents of pupils from different social identity backgrounds;
- the views and aspirations of staff from different social identity backgrounds;
- the views and aspirations of members of the community and other agencies, including voluntary organisations, representing different social identity backgrounds;
- the priorities in the North Yorkshire Children and Young People's Plan.

Mechanisms for involvement

At this school the following mechanisms will ensure the views of **pupils** inform the equality objectives and action plan:

- *Exit interviews with pupils*
- *School council*
- *Worship Group at Barlow and Chapel Haddlesey*
- *School Ambassadors*
- *Twice yearly Pupil Voice focus groups, comprising of pupils from different social identity backgrounds*
- *Involving pupils in their EHCP review*
- *Individual interviews with pupils involved in incidents of a discriminatory nature or bullying related to discrimination*
- *Individual interviews with pupils experiencing reasonable adjustments*
- *Yearly open meetings representing a particular theme shared with the community and cluster of schools*
- *Growing Up in North Yorkshire Pupil Survey .*

At this school the following mechanisms will ensure the views of **staff** inform the Equality Scheme, objectives and action plan:

- *Exit interviews with staff*
- *Regular meetings with union representatives welcome to attend*

- *Regular staff meetings with specific agenda items*
- *Individual discussions with staff as a part of performance management*
- *Staff survey.*

At this school the following mechanisms will ensure the views of **parents and the community** inform the Equality Scheme, objectives and action plan:

- Welcoming parents and the community into school so that they are critical drivers in policy development.
- *Text to be inserted into communication with parents: “your support for your child’s education is crucial to their progress. Please tell us if there is any adjustment we need to make to help you support your child, for example: letters in large font; letters in different languages; wheelchair access; explaining things over the phone; a discussion with a school colleague of the same gender.”*
- *Feedback through the Governing Body meetings*
- *Feedback through the PTA meetings*
- *Feedback from adults using the school beyond the school day*
- *Regular meetings with parents and local groups representing a particular theme.*
- *Parent surveys.*

The school’s action plan will focus on developing the involvement of pupils, staff and parents from different social identity backgrounds over the four years (maximum) of this Scheme and the equalities objectives. We will consider varying the times, methods and the venues for this involvement to ensure the best possible attendance and ensure views can be heard. This way the school will learn what works and the involvement of pupils, staff and parents will improve and deepen over time.

Making it happen

Action Planning

Although it is no longer a requirement for schools to have an equality action plan, those schools which do already have one (or more) of these in place, may find it helpful to continue with this approach and adapt it to take into account the extent of the duty.(5.27 DfE Equalities Guidance May 2014)

This scheme is supported by an action plan, the progress of which is monitored and evaluated by the Governing Body.

The action plan that identifies the equality objectives for the school arising from this scheme and the impact assessment (schools could use the Inclusion Quality Mark) has:

- clear allocation of responsibility
- clear allocation of resources, human and financial
- clear timescales
- expected outcomes and performance criteria
- specified dates for review

The effectiveness of this Scheme and progress with the equalities objectives will be evaluated and reflected in:

- school self-evaluation
- pupil progress, outcomes and engagement
- feedback e.g. Parentview, pupil voice

Reporting

This Scheme and equalities objectives will be reported on annually. Progress against the action plan will be evaluated and the impact of the action and activities assessed. Copies will be available on the school website (paper copy available on request) and it will be referenced in school newsletters and in the school's prospectus.

Publication

Equalities objectives will be published and available to anyone requesting a copy. Copies will be displayed in on the school website and will be referenced in school newsletters.

Information is published demonstrating how the school is complying with the Public Sector Equality Duty and the school's equality objectives. The school updates its published information at least annually and publishes the equality objectives at least every four years.

It will be up to schools themselves to decide in what format they publish equality information. For most schools, the simplest approach may be to set up an equalities page on their website where all this information is present or links to it are available. The regulations are not prescriptive, and it will be entirely up to schools to decide how they publish the information, so long as it is accessible to those members of the school community and the public who want to see it. (5.25 DfE Equalities Guidance May 2014)

Schools' duties around accessibility for disabled pupils

4.28 Schools and LAs need to carry out accessibility planning for disabled pupils. These are the same duties as previously existed under the DDA and have been replicated in the Equality Act 2010.

4.29 Schools must implement accessibility plans which are aimed at:

- ☐ increasing the extent to which disabled pupils can participate in the curriculum*
- ☐ improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided*
- ☐ improving the availability of accessible information to disabled pupils.*

4.30 Schools will also need to have regard to the need to provide adequate resources for implementing plans and must regularly review them. An accessibility plan may be a freestanding document but may also be published as part of another document such as the school development plan.

4.31 OFSTED inspections may include a school's accessibility plan as part of their review

This document relates to the Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities May 2014, updated June 2018 DfE

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

This is for:

- school leaders
- school staff
- governing bodies

It applies to:

- local-authority-maintained schools
- academies and free schools
- local authorities
- non-maintained special schools
- independent schools

5.16 Under specific duties set out in previous equality legislation, schools were required to produce equality schemes in relation to race, disability and gender. Under the specific duties there are no requirements to create equality schemes. But schools may choose to continue producing such a scheme, if it helps them to comply with the Equality Duty, and they can expand it to cover the additional protected characteristics

Contact us

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如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

Aby otrzymać te informacje w innym języku lub formacie, np. w alfabecie brajla, w wersji dużym drukiem lub audio, prosimy się z nami skontaktować.

Email: communications@northyorks.gov.uk



Appendix 1: Equality Legislation and Guidance

This equality scheme responds to the current equalities legislation.

- The Equality Act 2010 is the overarching legislation for all equality duties.

The act serves two main purposes:

- a) To harmonise discrimination law;
- b) To strengthen the law to support progress on equality.

The act supersedes or strengthens the following acts and regulations:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion & Belief and Sexual Orientation) Regulations 2003
- The Employment Equality (Age) Regulations 2006
- The Equality Act 2006 Part 2
- The Equality Act (Sexual Orientation) Regulations 2007
- The SEN Code of Practice 2001

Overview of previous equalities legislation which has been harmonised and strengthened by Equality Act 2010:

- Race Relations Act (RRA) 1976/2000
statutory positive duty to promote racial equality, promote good race relations and eliminate unlawful racial discrimination;

- Sex Discrimination Act (SDA) 1975 (and Regulations 1999), Gender Equality Duty 2007 statutory positive duty to promote gender equality and eliminate unlawful gender discrimination;
- Employment Equality (religion or belief) (sexual orientation) Regulations 2003 extended to education, Equality Act (Part 2) 2007
The Act sets out that it is unlawful for schools to discriminate against a person:
 - a) in the terms on which it offers to admit him/her as a pupil;
 - b) by refusing to accept an application to admit him/her as a pupil, or
 - c) where he/she is a pupil of the establishment:
 - i) in the way in which it affords him/her access to any benefit, facility or service,
 - ii) by refusing him/her access to a benefit, facility or service,
 - iii) by excluding him/her from the establishment,
 - iv) by subjecting him/her to any other detriment.
- Disability Discrimination Act (DDA) 1995/2005
statutory positive duty to promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to, and eliminate unlawful discrimination;
- Education and Inspections Act 2006, duty to promote community cohesion.
By 'community cohesion' the school is endorsing and adopting the definition provided by Alan Johnson, 2006, as:
"working towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community."

Essential Further Guidance

DfE The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities (May 2014, updated June 2018)

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

Gender separation guidance, June 2018

<https://www.gov.uk/government/publications/gender-separation-in-mixed-schools>

Equality and Human Rights Commission Guidance for schools

<http://www.equalityhumanrights.com/advice-and-guidance/education-providers-schools-guidance>

SEND Code of Practice

<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

North Yorkshire guidance on dealing with and reporting prejudice based incidents and hate crimes in schools_and settings.

<http://cyps.northyorks.gov.uk/equalities-and-diversity>

Equality Action Plans

EQUALITY OBJECTIVE 1:
to increase participation of pupil premium funded children in school activities

Success criteria:

- All children in school able to access all school trips and take part in a range of activities.
- Staff engage with parents before they become concerned about finances, reducing anxiety and well-being.
- Individual plans written to support pupils with needs to access activities.
- Policies updated to accurately reflect the needs of the community.

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Short term: Ensure that all children are given equal opportunities to attend breakfast and curriculum after school clubs. A) Admin to pro-actively engage with families who may qualify for funding support. B) Staff to engage with children to identify the type of after-school provision that may be of interest. C) Pastoral team and HofS to speak to families to offer funding support. D) Work with families to mitigate barriers to physical and mental participation.	H of S and Admin	September 2024	July 2027	On-going, depending on need.	Admin	

Medium term Review the visits that will take place during each school year, including residential visits. A) Ensure that they are affordable B) Invite guests into school to reduce costs C) Support families with costs D) Compile support plans to address blockers to attendance. E) Allocate a budget for any visit shortfalls so some visits can still go ahead.	Hof S and Admin	September 2024	July 2027	On-going, depending on need.	Admin	
Long term Re-visit charging and remissions policy to support families in need.	Hof S and Admin	September 2024	July 2027	On-going, depending on need.	Admin	Complete

EQUALITY OBJECTIVE 2:

- to increase understanding of the protected characteristics.

Success criteria:

1. Pupils can speak about different protected characteristics with enhanced knowledge and respect.
2. Pupils build meaningful relationships with all members of our community.
3. The curriculum is enhanced to ensure that pupils know more and share this understanding articulately.

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Short term: Ensure that the curriculum reflects opportunity to explore different characteristics beyond PHSE. - Identify areas of the curriculum that can be strengthened through quality first teaching. - Include the teaching of the protected characteristics in medium term planning – subject leaders to check and oversee.	Hof S and teachers, plus PSHE lead	September 2024	July 2027	On-going, depending on need.	Admin	

Medium Term: Timetable enhancement opportunities in each year group to deepen the understanding and appreciated of different religions. a. Visits and workshops to be timetabled into each academic year. b. Guest speakers to be invited into speak in school. c. Worship/assembly to follow a timetable that is inclusive of all characteristics.	Hof S and teachers, plus RE lead	September 2024	July 2027	On-going, depending on need.	Admin	
Long term: Develop meaningful and purposeful relationships with members of the UK who represent minority groups. a. Strengthen the link with groups in the local area and immediate community. b. School council to work with charities and awareness groups to develop courageous advocacy.	Hof S and teachers	September 2024	July 2027	On-going, depending on need.	Admin	

EQUALITY OBJECTIVE 3:						
to raise attainment in maths for SEND pupils;						
Success criteria: - SEND pupils make good progress in maths - Staff use new skills and training effectively, impacting positively on progress. - Pupils access learning and tests confidently, without any barriers.						
Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Short term: Ensure IPM's are up to date and accurately reflect the needs of the child. A) Provision to be available and encouraged. B) Staff differentiate appropriately.	Hof S and class teachers, SENDCO	September 2024	July 2027	On-going, depending on need.	Admin	
Medium term: Review Maths Curriculum, identifying key areas to improve accessibility for all. A) Gather information for support in maths for SEND pupils. B) Invite maths lead into school to upskill staff in particular areas of need, particularly TA's. C) Review maths effective provision and implement at all schools.	Hof S and maths lead and teachers	September 2024	July 2027	On-going, depending on need.	Admin	

Long term: Review all testing procedures to ensure equal opportunity to access the tests. A) Ensure reasonable adjustments are made and resources are available to support. B) Designate an area of the school to be used as a testing area. C) Ensure a familiar person supports the child to access the test, with breaks planned in if necessary. D) Engage with families in advance to work in partnership to secure reasonable adjustments.	Hof S, teachers, SENDCO and Admin	September 2024	July 2027	On-going, depending on need.	Admin	
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EQUALITY OBJECTIVE 4:

- to improve the attendance of vulnerable pupils in each year group.

Success criteria:

- Parents engage with support.
- Attendance of pupils improves, impacting positively upon learning.
- Staff identify patterns for concern earlier, impacting positively upon early intervention and improved attendance.

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Short term: Raise the profile of good attendance across the schools A) Admin to pro-actively alert Pastoral lead when attendance begins to decrease. B) Staff to engage with children and identify why they are absent. C) Pastoral lead to reach out to families who are persistently absent and offer support. D) Attendance policy to be implemented for persistent absentees by pastoral lead. Monitored and implemented by Pastoral lead, supported by HofS.	Hof S and Admin and Pastoral Support Team	September 2024	July 2027	On-going, depending on need.	Admin	
Medium term Target key families and continue the momentum to attend school throughout the year. A) Ensure engagement – pastoral lead to build relationships with key families. B) Educate families to embrace support offered via Early help. C) Termly attendance competitions within classes in school. D) Support families with blockers to attendance	Hof S and Pastoral Support Team	September 2024	July 2027	On-going, depending on need.	Admin	

Long term A) Continue to liaise with NYCC as services evolve to signpost families to more support. B) Update Pupil Attendance Policy to evidence higher attendance targets and prohibit holiday requests should the holiday take the child below 90% attendance. C) Implement and monitor new DfE Attendance directive effective September 2024.	Hof S and ST	September 2024	July 2027	On-going, depending on need.	Admin	
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