

The Craylands School Equality Scheme 2022/2025

Summary Equality Action Plans

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Priority outcome 1: Eliminate racial discrimination, promote equality of opportunity and good relations across different racial groups in school.

	Year 1 Actions 2022/2023	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2024 & 2025
1.	<p>Support victims of racism and work with perpetrators to ensure an understanding of why it is wrong.</p> <p>Record racist incidents and to report them to the local authority and the governing body on a regular basis.</p>	<ul style="list-style-type: none"> Enables the school to tackle racially motivated incidents and bullying between diverse communities, and set priorities accordingly 	Ongoing	School Leadership Team	Fewer reports of racist comments made across the school year on year.	<p>Continue to monitor policies, procedures and practices for adverse race impact</p> <p>Regular analysis reports provided to the Governing Body</p>
2.	Raise awareness of the Craylands commitment to equality in all	People of all races, religions and cultures will feel part of the Craylands community and will recognise the	Ongoing	Senior leadership team RE lead PSHE lead	Survey results relating to commitment to equality will show that more	Continue to consider, plan and implement ways in which we can show a

	Year 1 Actions 2022/2023	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2024 & 2025
	its forms.	work being undertaken to ensure everyone feels equal.			parent/carers agree that the school is committed. Greater representation visible e.g. books, images, celebrated days of religions and culture, music listened to.	commitment to equality for all.
3.	Increase children's tolerance and understanding of other cultures and beliefs.	<ul style="list-style-type: none"> Enable the school to tackle prejudices by celebrating cultural diversity. 	Ongoing	Senior leadership team	Evidence of multi-cultural work carried out across the school including religious festival days. Assembly themes and lessons linked with celebrating diversity of cultures and Black history.	Continued to celebrate cultural diversity.
4.	Improve visibility across	<ul style="list-style-type: none"> Enable the school to tackle prejudices 	Ongoing	PSHE leads Senior leadership	Displays in the school will reflect	Continue to ensure curriculum,

	Year 1 Actions 2022/2023	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2024 & 2025
	school	by celebrating cultural diversity.		team	positive role models reflecting diversity in terms of race. Books in book corners will reflect diversity in terms of race – characters and authors.	assemblies, displays reflect diversity in terms of race.

Priority outcome 2: Promote equality of opportunity between disabled and other people; eliminate discrimination and harassment; promote positive attitudes to disabled people; encourage participation by disabled people in public life; and take steps to meet disabled people's needs, even if this requires more favourable treatment.

5.	Raise awareness of the Craylands commitment to equality in all its forms.	People of all disabilities will feel part of the Craylands community and will recognise the work being undertaken to ensure everyone feels equal.	Ongoing	SLT	Survey results relating to commitment to equality will show that more parent/carers agree that the school is committed	Provide training for parents/carers on SEN needs. Survey those with SEN for strengths and areas of development in relation to support.
6.	Ensure that Craylands	<ul style="list-style-type: none"> Enables the school to raise awareness 	Ongoing	School Leadership team	An improvement on number of	Continue to celebrate

	Year 1 Actions 2022/2023	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2024 & 2025
	promotes a positive view of disability to its stakeholders.	of the needs of disabled people in a positive manner.			parents/carers who feel that school promotes positive view of disability year on year.	disabilities across the school in a variety of ways e.g. assemblies, reading books, awareness days/weeks
7.	To ensure curriculum promotes role models that young people identify positively with reflecting diversity in terms of disability.	To ensure curriculum promotes role models that young people identify positively with reflecting diversity in terms of disability.	<ul style="list-style-type: none"> Enable the school to tackle prejudices by celebrating disabilities. 	Ongoing	PSHE leads Senior leadership team	Displays in the school will reflect positive role models reflecting diversity in terms of disability
Priority outcome 3: Eliminate unlawful discrimination and harassment on the grounds of sex and promote equality of opportunity between women and men.						
8.	Ensure equal opportunities for boys and girls in relation	<ul style="list-style-type: none"> Boys and girls will feel that there is an equal opportunity for them to take part 	ongoing	School Leadership team	Pupil tracking of children attending extra curricular clubs will reveal	Continue to consider types of extra curricular opportunities

	Year 1 Actions 2022/2023	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2024 & 2025
	to extra-curricular opportunities	in extracurricular activities.			that there is equal attendance from boys and girls.	offered to girls and boys.
9.	To ensure curriculum promotes role models that young people identify positively with reflecting diversity in terms of gender.	To ensure curriculum promotes role models that young people identify positively with reflecting diversity in terms of gender. They will understand what stereotypes are.	Ongoing	PSHE leads Senior leadership team	Girls and boys will both feel of value in the school and will see possible careers not stereotyped.	Displays in the school will reflect positive role models reflecting diversity in terms of gender. Characters in books will be of both genders. Famous artists, people from history, designers will be of both genders.
10.	To ensure the curriculum policy is non gender specific.	Ensures that boys and girls can wear any part of the school uniform.	Ongoing	Senior leadership team	Girls will be wearing trouser if they wish; boys may wear dresses, skirt or cardigan if they wish.	Support any child who does not wish to be identified as a specific gender.

	Year 1 Actions 2022/2023	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2024 & 2025
Priority outcome 4: To ensure pupils' learning and well being from a low social economic background is not restricted due to any social or financial barriers.						
11.	To continue to track pupil progress of pupils eligible for Pupil Premium and compare progress to pupils not eligible for Pupil Premium.	<ul style="list-style-type: none"> Efficient tracking of pupils to monitor if there is a discrepancy in achievement. Pupil premium make as good progress as others. Use pupil premium grant to address areas of weakness. 	Ongoing	Parent/Pupil support team.	Pupil tracking will indicate that pupil premium pupils will be making expected attainment and progress.	Consider alternative ways to close gaps especially in EYFS and KS1.
12.	Offer opportunities to those entitled to pupil premium.	<ul style="list-style-type: none"> Those entitled to pupil premium will have equal opportunities in relation to extracurricular activities as those not entitled. 	Ongoing	Pupil premium lead	% of those entitled to pupil premium and taking up opportunities will increase year on year.	Look at the opportunities provided and ensure that it is sustainable moving forward.
Priority outcome 5: Eliminate unlawful discrimination and harassment on the grounds of all listed protected characteristics not already covered.						

	Year 1 Actions 2022/2023	Impact	Deadline	Lead officer	Indicator of achievement	Years 2 & 3 Actions 2024 & 2025
13.	Raise awareness of the Craylands commitment to equality in all its form to ensure that all listed protected characteristics are lawfully respected.	Enables the school to address the needs of diverse groups at risk; promote good relations between diverse communities, and set priorities accordingly	Ongoing	HT Senior leadership team	All members of the school community will feel respected and that they have been treated lawfully. Staff will be aware of how they can report any incidents of bullying against them.	Continue to review procedures and policies in light of any changes to staffing, pupils etc