



Disley Primary School Equalities

Action Plan 2021-2025

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on the analysis of our data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

What we aim to do	How we plan to achieve it	Person responsible	Timescale	Resources	The impact of our work
To plan direct work for children through assemblies and curriculum on equality.	Weekly assemblies with a focus on diversity and understanding racism. Planning events throughout the year.	SLT/PSHE Lead	Ongoing +specific focus 2021/22	Assembly time slot.	Children and staff have a good understanding of equality, diversity and racism.
To promote understanding and respect for differences.	Identify opportunities in the school's curriculum to look at other cultures/countries. Study famous people from ethnic minorities with a variety of abilities and celebrate their diversity.	SLT/Curriculum Lead/Teachers	Ongoing	Planning opportunities as a staff. Staff meeting sessions. Time in the curriculum. SLT meetings. Assembly rota.	Greater understanding and respect of differences. Issues are covered through lessons, assemblies and staff CPD. The school vision and values promote respect for the differences at Disley.

	<p>Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.</p> <p>Use events like World Cup, Olympics, as an opportunity to explore other cultures.</p>				
To improve provision for pupils who are on the school's SEND register and children classed as vulnerable	<p>Early assessment completed by CT to identify SEND needs,</p> <p>Specific planning by CT and interventions run by TA to help child progress.</p> <p>Child to be given a class buddy who is a good role model.</p> <p>Termly Plan/Do/Review meetings to take place with parents</p>	SENDCo/Class Teacher	Ongoing	<p>Time for SENDCo and Class Teacher Plan/Do/Review meetings</p> <p>Time for TA to deliver interventions.</p>	Pupils on the school's SEND register and children classed as vulnerable are supported and make good progress in a term.
To narrow the pupil premium gap in Reading, Writing and Mathematics in all year groups.	Increase the number of Pupil Premium pupils working at the expected standard for their age.	HT in charge of PP	Ongoing	Meeting time for pupil progress meetings.	Gap narrowed in specific year groups and subjects (as identified through data analysis).

	<p>Monitor the achievement of Pupil Premium pupils.</p> <p>Plan and deliver interventions to address gaps in learning as identified through assessment.</p>			<p>Timetable for PP interventions based on need.</p>	
<p>To support all children that have been impacted by the COVID-19 closures</p>	<p>Specific interventions to take place to support children who have fallen behind their targets</p> <p>Additional support for KS1 led by an experienced teacher</p> <p>Plan and deliver interventions to address gaps in learning as identified through assessment.</p> <p>Engage with National Tutoring Programme to offer opportunities for children who require additional tutoring</p>	<p>HT/SENDCo</p>	<p>Ongoing</p>	<p>Time for SENDCo to plan interventions</p> <p>PPA time for teachers to plan interventions for children</p> <p>Teachers to offer boosters as additional (before school)</p>	<p>Gaps narrowed in specific subjects (as identified through data analysis).</p>

<p>To implement a positive behavior policy to further improve children's behavior for learning</p>	<p>Introduction of Positive Behaviour Policy</p> <p>Individualised Behaviour plans to support specific children in making positive choices and having positive interactions with others.</p> <p>Positive rewards for showing positive choices</p> <p>A consistent approach across school followed by all adults</p>	<p>SLT/All staff</p>	<p>Introduction of behaviour policy in September 2021 and to be reviewed annually</p>	<p>Teacher's log of positive behaviours</p> <p>Communications sent home regarding positive behaviours</p>	<p>Low level behaviour incidents will reduce across the school.</p> <p>Children will have positive interactions in class and on the playground.</p>
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<p>To promote spiritual, moral, social and cultural development and understanding through a rich range of experiences both in and beyond the school.</p>	<p>To embed the school's drivers; resilience, respect, reflectiveness, reciprocity and responsibility across the curriculum</p> <p>Ensure that visitors to school for assemblies and curriculum visits represent a range of cultural and ethnic backgrounds</p> <p>Ensure that British Values are embedded in the curriculum, evident through practice and display and children can talk about qualities such as rule of law, respect, democracy (circle Time and Pupil Voice)</p>	<p>SLT/All staff</p>	<p>Ongoing</p>	<p>Jigsaw PSHE scheme</p> <p>Assembly time</p>	<p>Children's understanding of objectives linking to PSHE, SMSC, British values and positive mental health strategies is improved and strengthened.</p>
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<p>Provide a range of educational opportunities for parents to develop their own skills to support their children</p>	<p>Virtual and face-to-face parent workshops focussed on the core subjects in the curriculum. Workshops to give parents strategies on how to help at home.</p> <p>Targeted small group support of those families who are considered vulnerable e.g. regular meetings, signposting to support in the community etc.</p>	<p>SLT/Subject Leaders</p>	<p>Ongoing</p>	<p>Scheduled parent workshops/online and in person.</p>	<p>Parents report that they are well supported in helping their children to access the curriculum at home.</p>
<p>Extend pupils' understanding of the range of peoples, cultures and religions</p>	<p>Curriculum overview and RE scheme of work to be monitored to ensure coverage.</p> <p>Plan and celebrate Black History Month, International celebration and cultural festivals.</p> <p>Extend visitors to assemblies to include a range of faiths.</p>	<p>AHTs in charge of SMSC as part of their PSHE and Global Learning Responsibilities</p>	<p>Ongoing</p>	<p>AHTs release time. Planning time in staff meetings.</p>	<p>Children demonstrate a good understanding of different religions and cultures through work in books, assemblies and discussions.</p>

<p>To support children's mental wellbeing through the implementation of a new PSHE scheme</p>	<p>School PTA to fund a new PSHE whole school approach to deliver the objectives as identified in the 2021 KCSiE documentation</p> <p>Time allocated to the teaching of PSHE</p> <p>Introduction to PSHE scheme in inset day (Sep 2021)</p> <p>PSHE summative assessments to take place</p> <p>Teaching of mindfulness and approaches to good mental health</p>	<p>AHTs in charge of SMSC as part of their PSHE and Global Learning Responsibilities</p>	<p>Introduced Sep 21 and is ongoing</p>	<p>AHTs release time. Planning time in staff meetings.</p>	<p>Children's understanding of objectives linking to PSHE, SMSC, British values and positive mental health strategies is improved and strengthened.</p>
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