

St. Vincent's Catholic Primary School Subject ACTION PLAN 2021-22

Together through Christ we Grow and Learn

Subject: Equalities & Diversity Objectives September 2021-2025

Leader: Senior Leadership Team

Objectives	Why we have chosen this objective	To achieve this objective we plan to:	Progress we are making towards this objective Reviewed March 2022	Monitoring
To continue to review our curriculum to ensure it is diverse and includes key people and events from different cultures, background, gender, age and sexuality	We continuously review our curriculum to ensure it meets the needs of our community whilst covering the National Curriculum requirements.	Review all the topics-with respect to the national curriculum requirements as well as the needs of our school community Subject leaders to regularly meet with children to discuss equality and diversity within their subject. Findings to be added to action plans Continuous blog on school website that pupils, parents and other community members can comment on	Topics reviewed Summer 2021 ready for Autumn 2021 launch. Annual questionnaires for parents, pupils and staff include diversity question and we try to include suggestions into the curriculum. Continuous blog that can be commented on by all members of our school community Equality in PE conversations had with subject leader and QPR coach	SLT to monitor termly Governors to monitor annually Objectives to be reviewed every 4 years
To ensure our school celebrates all the protected characteristics and that this is represented in our environment and resources	When we replenish our resources (as we often need to do) we want to ensure everyone feels represented and valued by their environment and in the resources we use.	Regularly revisit the protected characteristics. When subject leaders purchase new resources and when teachers stock their libraries. They must have regard for the protected characteristics and ensure diverse representation. Classroom and book monitoring to consider this.	Class book corners replenished Autumn 2021. Subject leaders purchased new resources January 2022	SLT to monitor termly Governors to monitor annually Objectives to be reviewed every 4 years
To source workshops and visitors to the school to ensure the children experience more diverse representation than they may experience on a usual basis in school	Although we strive to have diverse representation in school we are aware this can be limited and thus need to foster experiences within our wider community (as above but real life human experiences)	Disability workshops QPR #LetGirlsPlay Equaliteach workshops for UKS2 (as have been coming for a number of years) Parent sessions – celebrate on school website	QPR KS2 encouraged to explore the topic of equality and diversity in their weekly debating sessions	SLT to monitor termly Governors to monitor annually Objectives to be reviewed every 4 years
Training for staff on equalities	We review equalities in the September Inset Days and the message is reinforced in the Staff Handbook but more training from an external provider would reinforce key messages and show the importance of equalities and diversity	Equaliteach training Research other providers including the diocese		SLT to monitor termly Governors to monitor annually Objectives to be reviewed every 4 years