

NORTHMEAD JUNIOR SCHOOL

EQUALITIES ACTION PLAN 2020 - 2024

OBJECTIVE	SUCCESS CRITERIA	RESPONSIBILITY	REVIEW DATE
Promote Equality of opportunity	<p>Equality and Inclusion are central to our school ethos.</p> <p>Cultural diversity and how to promote and celebrate it, allowing individuals to retain their own identities and beliefs, yet work together in our community.</p> <p>The school has implemented the new relationships and health education alongside the PSHE programme to support children learning about difference and diversity.</p> <p>Leadership is developed across the school – school council members are democratically appointed.</p> <p>House captains, sports captains and playground buddies are chosen on merit.</p> <p>Pupil voice is actively encouraged.</p> <p>Whole school assemblies celebrated difference and diversity.</p>	<p>Headteacher</p> <p>Deputy Headteacher</p> <p>PSHE Lead</p>	Summer 2024
Promote mental health and well being	<p>CPD activities successfully promote 5 ways of well-being for staff and pupils.</p> <p>Activities are completed for children to support their understanding of wellbeing.</p> <p>A balanced PSHE programme is planned and delivered, including parent workshops.</p> <p>Consistent language is used around mental health and well-being to enable it to be embedded into school culture.</p> <p>Staff assistance information leaflet about well-being support is given to staff on induction and termly through the school year.</p>	<p>Headteacher</p> <p>Deputy Headteacher</p> <p>PSHE Lead</p> <p>Well-being Lead</p> <p>HSLW</p>	Summer 2024
Foster good relationships between all members of the school community encouraging openness and tolerance by recognising each other's beliefs regarding race, gender, disability, economic disadvantage.	<p>Pupils gain greater awareness of racial diversity through the curriculum and extended learning opportunities.</p> <p>There is a continued reduction in the number of racist / bullying issues recorded in the school in the logs and CPOMS.</p> <p>All members of staff challenge any inappropriate language related to race, gender, disability, stereotypes.</p> <p>Clear plans are put in place to support children on educational visits. Liaise with Evolve to ensure all have access to educational visits and opportunities.</p>	<p>Headteacher</p> <p>Deputy Headteacher / EVC</p> <p>SENDCo</p> <p>Assessment Lead</p>	Summer 2024

	<p>Achievement of vulnerable children / PP children is monitored, and additional provision is in place as planned through the Pupil Premium strategy.</p> <p>Achievement of vulnerable children / PP children is narrowing towards non Pupil Premium children.</p> <p>Pupil Premium champions are in place for each year group to support PP provision.</p>		
<p>Promoting equality Partnership with parents</p>	<p>Continue to ensure that parents / carers of all new children joining the school are made to feel welcome.</p> <p>Continue to ensure the parental voice is heard and acted upon.</p> <p>Regular communication is provided with all parents.</p> <p>Regular consultation regarding children’s well-being and academic progress is provided for all parents.</p> <p>Ensure clear information is provided for parents at point of transition between year groups and phases of education.</p> <p>Inform parents of methods of communication and whether the school needs to make adjustments to support them or their children via HSLW / ELSA / ELA</p> <p>Encourage close partnership with the school NST.</p>	<p>Headteacher Deputy Headteacher Year Leaders SENDCo</p>	<p>Summer 2024</p>