

Single Equality Scheme Action Plan Yox Valley – Autumn 2022



Heading	Actions	Who	When	Impact and next steps
ALL EQUALITIES <i>*Staff and LC representation</i> <i>*Exclusions</i> <i>*Training needs</i>	<ul style="list-style-type: none"> ● Further develop a culture of inclusion and diversity in which everyone feels proud of their identity and fully participate in school life ● Publish and promote the Equality plan through school website, newsletters and staff briefings ● Ensure the curriculum promotes role models that young people positively identify with in terms of diversity including race, disability, gender ● Ensure displays and resources positively promote diversity including race, gender, disability ● Questionnaires to stakeholders to evaluate effectiveness of policies and procedures ● Monitor behaviour and exclusions using My Concern Staff use principles of policy when planning lessons and developing the learning environment around school Diversity positively reflected in school displays and presentation across all year groups and in all areas of school 	AH/SLT AH SLT/CT CT SLT DSL	Oct '22 Oct'22 Dec '22	Staff use principles of policy when planning lessons and developing the learning environment around school Diversity positively reflected in school displays and presentation across all year groups and in all areas of school

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ACCESSIBILITY/ DISABILITY <i>*Review Accessibility plan</i> <i>*Analysis of pupil data inc progress and attainment</i>	<ul style="list-style-type: none"> Review accessibility plan for each site Ensure curriculum is accessible and inclusive for all pupils with any disability Pupils taught about disability and inclusion through curriculum and through Scouts programme (Disability Awareness Badge) One-page profiles, Individual support Plans, Personally Emergency Evacuation Plans and Risk Assessments all in place for those with specific needs 	SLT/Estates CT CT/Scout Leaders SENDco, SLT, CT		All pupils have access to school buildings All pupils have access to a broad and balanced curriculum All children show understanding and empathy towards different disabilities
RACE <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i> <i>*Promote good relations between different ethnic groups</i>	<ul style="list-style-type: none"> Develop links with different ethnic groups in local area/Suffolk and through virtual meets Plan learning opportunities for all pupils through our curriculum and through scouts programme (International Badge, My Faith Badge) – clear links highlighted and shared with parents 	SLT/CT SLT/CT/Scout Leaders	Autumn 22 Autumn 22	

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GENDER <i>*Analysis of all pupil achievement and performance by gender</i> <i>*Promote equality of opportunity</i> <i>* Range of gender friendly teaching styles and strategies</i>	<ul style="list-style-type: none"> • Ensure curriculum opportunities, including enrichment clubs are accessible and inviting to all pupils • Positive role models and influential people to be embedded into assembly rota • Actively challenge traditional gender stereotypes through education and positive role models • Resources, including books in library avoid stereotypical roles • Renew and increase resources in EYFS/KS1 classes avoid stereotypical roles – dolls, role play, dressing up, books 	SLT/CT SLT AAH (KL) KS1 CT		More visible awareness of genders represented fairly in groups represented in displays
SEXUAL ORIENTATION <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i>	<ul style="list-style-type: none"> • RSHE curriculum fully embedded across school • Age-appropriate resources and materials in library sourced and purchased 	AAH (CP) AAH (KL)	Aut 22 Aut 22	Children are taught about and are aware of different family types

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CURRICULUM FOR EQUALITY <i>*Extracurricular opportunities</i> <i>*Relationships with others/PSHE</i> <i>*Resources</i>	<ul style="list-style-type: none"> ● Enrichment activities provide opportunities with a focus on all pupils (SEND, ethnic minorities, Pupil Premium, gender) ● PSHE curriculum embedded ● Range of curriculum enrichment days planned with focus on diversity ● All pupils involved in Pupil Voice through school council, Crew meetings (class based) 	SLT/SENDco AAH (CP) AAH (CP) AAH (CP)	 Oct '22 Nov '22 Oct '22	
COMMUNITY COHESION <i>*Targeting underachieving groups</i> <i>*Family learning</i> <i>*Parents and the community</i> <i>*Global Links</i>	<ul style="list-style-type: none"> ● School groups participate in local events ● Schools are well publicised in local media ● Regular newsletters to parents and shared with Trust, local community groups ● Social media regularly updated ● EYFS team develop close links with local nurseries and parent/toddler groups 	CT SLT/OMs SLT SLT/OMs	Ongoing	

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	Resources
Disability	<ul style="list-style-type: none"> • Celebrating difference book pack • Inclusion jigsaw puzzles • Ability jigsaw sets • New books for library and classroom which raise understanding and empathy towards different disabilities • Dolls which represent range of disabilities
Race	<ul style="list-style-type: none"> • Small world wooden multicultural people • Small world plastic diversity people • Life around the world book pack • Children around the world figures • Role play dressing up costumes from around the world • Small world black family figures Small world white family figures • Small world light brown family figures • Race jigsaw sets • 'Welcome' in different languages sign for outside entrance • Musical instruments from around the world • Variety of dolls from different cultures/skin colour • Reading books which have the main character from BAME background, deal with racism, and represent ethnic minorities in authors and illustrators • Story books for classroom and library which celebrate and raise awareness of different cultures
Sexual Orientation	<ul style="list-style-type: none"> • Photographic modern family pack • Story books which represent different family types • Age-appropriate resources to fully embed the RSHE curriculum
All areas	<ul style="list-style-type: none"> • Subscription to 'Sparkyard music' - access to songs from around the world which also have Makaton signed versions