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| **Priory Junior School**  **Equality Objectives and Action Plan 2023**  *To be updated January 2027* | | | | | |
| School Improvement Plan:  **Priority 4 – Personal Development**  **Objective: To continue to promote equality and diversity by creating robust policies and practices, by finding opportunities to respect differences in the world and celebrate diversity within our community and the wider world.**  **Aim: Priory children will have a clearer understanding of their place within the local and wider world. The school will increase the opportunities to celebrate the diversity within our own school community and in the world at large. Our policies and procedures linked to Equality are robust and have been created by the whole community.**  **Context**   * Our equality policy and statements are due to be reviewed and we want them to reflect current thinking. * Our school demographic is predominantly White British and we want to ensure that children have experiences and knowledge relating to different cultures and beliefs that they may not have.   **Success Criteria**   * Our equality policy and practices are robust and support this important agenda and one of our PRIDE values * Priory children share their own diverse experiences within lessons and across school * Priory children can articulate their knowledge of different experiences linked to the protected characteristics, cultures and beliefs. | | | | | |
| **Objective 1:**   1. **To raise girls’ attainment and interest in all areas of the curriculum. (Particular focus in reading, maths and attendance in sport’s clubs)**   **Pupil voice groups: House captains, reading leaders**  **Rationale for Objective 1**  Academic percentages are lower for girls achieving higher standards than boys in both reading and maths.  The percentage of greater depth female mathematicians is lower than boys in all year groups.  Careers in STEM (science, technology, engineering, and mathematics) across the UK show that only 30% of all female university students will go on to study STEM related fields in higher education.  Some sporting clubs at Priory show lower attendance by girls than boys.  Reading club has a lower percentage of girls attending than boys. | | | | | |
| **Protected characteristics covered:** | **Success Criteria** | | **Governor Involvement** | **Monitoring & Evaluation Methods** | **Reporting Progress** |
| Gender | Children in all year groups will have increased opportunities to develop a strong sense of equality and achievement in sport and academically.  Increase % of girls attend sporting clubs, competitions and taking part in races at sport’s day.  Children will hold a more equal outlook and understanding about gender in sports, professions, subject interests and academics.  Stereotypes will be challenged. | | Nominated link governor- equality (JT & SW)  Focused governor visits  Finance Committee (oversight of training & resource budget)  T&L or PE Governor | Review of this action plan (termly)  Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews.  Through conversations with children (pupil voice questionnaires, pupil voice meetings) | School SEF  School Improvement Plan  Head Teacher Report to Governors  Link Governor Visits |
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| **Actions** | **Timelines** | **Staff responsible** | **Resources-Time/CPD** | | **Resources-Financial** |
| 1:1 To provide staff CPD on the protected characteristics (Notts LA). | Autumn 2022 – Spring 2023 | HE, AP and Deepa | Staff meetings x 2  X1 SLT | | Cost for support package. |
| 1:2 To start a reading club to increase attendance and enjoyment in girls reading. | Autumn 2022 – Spring 2023 | NH | Time after school.  Planning time to select books. | |  |
| 1:3 To hold mixed gender events at sport day (planned House Captains). | Summer 2023  Summer 2024 | GS PE lead  LA House lead | Time to plan sports day with House captains | | Time for planning – ECT time. |
| 1:4 To plan a Book Week – selecting a book that suggests stereotyping in job roles e.g Why did boys in the family become miners and not girls? | Spring 2023  Spring 2024  Spring 2025 | NH and other teachers | HE time to plan an RSHE lesson with a gender theme linked to the book ‘A Town by the Sea’.  Monitor through pupil voice and outcomes. | | Time for planning |
| 1:5 To consciously celebrate female figures from sport, culture, history, STEM and academics in texts and in assemblies which challenge gender stereotypes. | Spring 2023 | SLT and teachers | England footballers winning Euros (HE).  Eagle Huntress in Mongolia – she is the first girl. (HE)  STEM stereotypes – celebrating and challenging (JT)  Take views from girls themselves. | | Time for assembly |
| 1:6 To audit current curriculum offer for each subject regarding gender as a protected characteristic. | Spring 2023 to Summer 2023 | Subject leaders | Leadership time to audit.  Staff questionnaire. | | SLT time |
| 1:7 To increase participation clubs and opportunities for girls. (music, dance, basketball, handball, football, rugby) | Spring to Summer 2024 | GS, NH, JD  (+ other staff who run clubs) | Leadership time to monitor and promote clubs in assemblies. Share data with children.  Sports leaders to think of ways to promote gender equality in sport.  GS to speak to Next Level for support in gender/sports. | | PE leadership time. |
| 1:8 To run a girls’ football club. | Spring 2023  Summer 2023 | GS | GS time to plan clubs and promote through assemblies. Organising friendly matches. | | Planning for sessions |
| 1:9 To group girls carefully into supportive maths booster clubs in Year 6 with female role models. | Spring 2023 and Spring 2024 | GS and SG | Year 6 staff sorting children accordingly. E.g CC have girls GDS group? | | Time to sort and lead staff team |
| **Future Developments**  To hold an aspiration week and celebrate female roles in our community, city and country.  Pay gap – gender equality.  Draw the girls into STEM job roles e.g university visitors.  Deepa’s pilot gender programme. |  | Al staff planning | Staff meeting time to plan and share ideas / connections. | |  |

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| **Objective 2:**   1. To reduce prejudice and increase understanding of equality, diversity and inclusion linked to racism and identity.   **Pupil voice groups: Peace Reps**  **Equality Action Plan Rationale for Objective 2:**  Some reports included e.g racial comments, some children making comments about gender regarding girls/boys toys/colours, some homophobic comments used on the playground e.g “that’s gay”.  Some children lack confidence and self-worth linked to their identity or race.  Some identity questions from children about gender stereotypes attached to objects or people’s jobs e.g Barbies, pink/boy,  School demographic is predominantly White British.  We want to eliminate racism and discrimination.  Evidence shows that prejudice views around racism and identity can impact children’s mental-health into adulthood. | | | | | |
| **Protected Characteristics covered:** | **Success Criteria** | | **Governor Involvement** | **Monitoring & Evaluation Methods** | **Reporting Progress** |
| Race  Identity | Children in all year groups will have increased opportunities to develop a strong sense of their identity and the potential for prejudice-based bullying will be effectively addressed  Stereotypes will be challenged.  Staff will be more aware of antiracism, unconscious bias and curriculum content and resources will be more inclusive/representative  Children will know about and value each other’s cultures and religions | | Nominated link governor- equality & inclusion (JT & SW)  Focused governor visits  Finance Committee (oversight of training & resource budget) | Review of this action plan (termly)  Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews.  Through conversations with children (pupil voice questionnaires, pupil voice meetings) | School SEF  School Improvement Plan  Head Teacher Report to Governors  Link Governor Visits |
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| **Actions** | **Timelines** | **Staff Responsible** | **Resources – Time/CPD** | | **Resources - Financial** |
| 2:1 To provide staff CPD on the protected characteristics (Notts LA) focused on unconscious bias/ anti-racism and inclusive curriculum. | Autumn 2022 – Spring 2023 | HE, AP and Deepa | Staff meetings x 2  X1 SLT | | Cost for support package. |
| 2:2 To contact SLee for advice regarding identity. | Autumn 2022 = Spring 2023 | HE and SL  PB | Meetings with staff | | Time with SL and class teacher |
| 2:3 To read and use the Identity Toolkit and audit for Priory. | Autumn 2022 = Spring 2023 | HE | SLT time | |  |
| 2:4 To read and use ‘Equality – Everyone’s Business: An Anti-racism toolkit. | Autumn 2022 – Spring 2023 | All staff | Staff meeting time | | Reading time for staff |
| 2:5 To increase diverse ranges of experiences and role models. | Autumn 2022 – Summer 2024 | All staff | Assembly visitors  Curriculum visitors  Local community members | | Contacting members and building links |
| 2:6 To intentionally explore identity through the curriculum in a meaningful way. | Autumn 2022 – Summer 2024 | All staff | Books for lessons  TETC resources - log in to portal | | HE to share  SLT to monitor MTP |
| 2:7 To write an inclusive Equality policy. | Autumn 2022 – Spring 2023 | HE, AP | Leadership time to complete policy | | HE time non-teaching |
| 2:7 To support children to write a children’s version of the Equality Policy. | Autumn 2022 – Autumn 2024 | Peer mentors and HE | Time with Peace Force every Friday. | | HE time to tach and work with group |
| 2:8 To use the Equality resources from TETC Team. Use the statement: ‘My identity is my superpower’. | Autumn 2022 – Summer 2024 | Teaching staff  SLT for assemblies | Assembly time. | |  |
| 2:9 To teach about stereotypes and strategies for children to use to prevent inaccuracies and TWINKL LGBT+ resources. | Autumn 2022 – Summer 2024 | Teaching staff | Year 5 unit of work.  Book Week theme. | |  |
| 2:10 To explore ways to support children’s wellbeing regarding identity. | Autumn 2022 – Summer 2024 | All staff | ELSA/CASY groups  Curriculum auditing time | |  |
| 2:11 To audit children’s views regarding identity using Forms. | Summer 2023 – Summer 2024 | SLT | Which groups do they identify with, how accepting are the adults in their lives. | |  |
| 2:12 To raise celebration of individual strengths and achievements. |  |  |  | |  |
| 2:13 To learn about the protected characteristics and bullying through a whole school ‘All Together Week’. | Autumn 2023 | HE and teaching staff to plan | HE to deliver staff training and plan CPD.  HE to monitor outcomes in books and through pupil voice. | | HE leadership time |
| 2:14 To introduce a restorative approach to repairing and maintaining relationships. | Autumn 2023 |  | HE provide CPD on updated regulation policy (a relationships-based approach).  CPD for staff about restorative conversations. | | HE training and online training session |
| 2:15 To explore and introduce systems and strategies that promote belonging and share our value of children’s experiences. | Autumn 2022 – Summer 2024 | All staff | Time to lead pupil voice groups – ask them.  Time to lead events and competitions.  Time to celebrate learning and achievement.  RSHE lessons – monitor by HE | | Training from Deepa  Through RSHE lessons |
| 2:16 To raise the profile and understanding of British Values to support children’s validation of identity. | Autumn 2022 – Summer 2024 | All staff | Time to look across the curriculum.  Staff training from Deepa. | | Training from Deepa |
| 2:16 To integrate LGBT+ content into the RSHE curriculum at timely opportunities. | Summer 2023 = summer2024 | HE as lead | Time to share resources with staff.  Time to audit what is already happening and where.  Time to assign and promote age-appropriate texts and lessons. | | Time to asses and audit curriculum and share resources, support teacher’s planning |
| 2:17 To support the Peace Force Reps (Peer mentors) with their focus of celebrating and improving the celebration and education around the protected characteristics (race).  To support children in creating an Equality action plan. | Spring 2023  Summer 2023 | HE  And Peace Reps. | Time to plan sessions and work with the children to create an action plan linked to celebrating race across school – particularly those that may feel in the minority. | | Time with students |
| **Future Developments**  Create a central celebrity wall to celebrate people of colour and their achievements e.g Art murals. | Autumn 2022 – Summer 2024 | HE | Time to plan for the training sessions and time to plan them. | | HE’s leadership time. Friday/Thurs PM |

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| **Objective 3:**   1. To enhance the Priory curriculum through the teaching and celebration of diversity and the protected characteristics.   **Pupil Voice groups: Parliament Reps**  **Equality Action Plan Rationale for Objective 3:**  Evidence across school for a need to explore diversity and the protected characteristics across all curriculum subjects.  A large % of children in the UK are accessing messages, videos and content from the internet, news and social media regarding the protected characteristics which are leading to prejudice views. | | | | | |
| **Protected Characteristics covered:** | **Success Criteria** | | **Governor Involvement** | **Monitoring & Evaluation Methods** | **Reporting Progress** |
| All | Children in all year groups will have increased opportunities to develop a strong sense of their understanding around the protected characteristics and potential for prejudice-based bullying will be effectively addressed.  Stereotypes will be challenged.  Incidents will be recorded and dealt with through support, teaching and learning.  Staff will be more aware of discrimination, unconscious bias and curriculum content and resources will be more inclusive/representative  Children will know about and value each protected characteristic. | | Nominated link governor- equality & inclusion (JT & SW)  Focused governor visits  Finance Committee (oversight of training & resource budget) | Review of this action plan (termly)  Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews.  Through conversations with children (pupil voice questionnaires, pupil voice meetings) | School SEF  School Improvement Plan  Head Teacher Report to Governors  Link Governor Visits |
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| **Actions** | **Timelines** | **Staff Responsible** | **Resources – Time/CPD** | | **Resources - Financial** |
| 3:1 To provide staff CPD on the protected characteristics (Notts LA) focused on British Values and inclusive curriculum. | Autumn 2022 – Spring 2023 | HE, AP and Deepa | Staff meetings x 1 in Spring Term.  X1 SLT to read action plan | | Cost for support package. |
| 3:2 To explore the language of diversity and identity used across our school by children and adults. | Spring 2023 – Summer 2024 |  |  | |  |
| 3:3 To create a PRIDE progression document outlining the depth of learning surrounding protected characteristics and British Values across school. | Autumn 2022 – Summer 2024 | HE | Time to create document | | HE leadership time |
| 3:4 To provide opportunities through our assembly programme to celebrate the protected characteristics. | Autumn 2022 – Spring 2023 | SLT | SLT to plot out assembly programme. | | SLT to map out assemblies |
| 3:5 To provide opportunities through our curriculum to celebrate the protected characteristics. (MTP format) | Spring 2023 – Summer 2024 | HE, CC | CC and HE time to support staff with planning using the MTP.  NH to look at diverse texts across school.  HE to order diverse texts to support. | | Staff planning time to plan and discuss new formats and resources. |
| 3:6 To develop global links. | Summer 2023 – Summer 2024 | AP and humanities lead | Start to research programmes and linking opportunities | | Leadership time |
| 3:7 To capture children’s knowledge, views and understanding of celebrating the protected characteristics in a book and share across school e.g on the newsletter. | Autumn 2023 – Summer 2024 | HE, AP  Jo T (Governor) | HE to keep PRIDE in Priory Book.  Jo T to update with class responses.  AP to add to newsletter. | | Monitoring time in school  Collect examples in whole school ‘pride’ book. |
| **Future Developments**  To progress towards an equality award to recognise the achievements across school.  Children to create a child-friendly equality charter. |  |  |  | |  |