



## Equality objectives statement action plan

Dealing with prejudice					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
<p>There have been several reports of bullying where children with SEND have been targeted by a very small number of pupils. Most of the pupils demonstrating bullying behaviour also have SEND. This has been reduced by putting in support for these pupils during unstructured times, but we want to move to coaching the pupils so that they interact appropriately with all pupils without support.</p>	<p>To ensure pupils understand why SEND bullying is wrong. The perpetrator will be appropriately sanctioned and both the perpetrators and victims will be supported.</p>	<p>To improve teaching around prejudice and bullying, with SEND specifically being addressed – this will be done via assembly in the Autumn term and through R time in the classroom.</p> <p>To improve the resources we have in school to provide a programme of support for pupils who bully by Dec 2023.</p>	<p>The headteacher, welfare support and PSHE lead.</p>	<p>The number of prejudice-related incidents of SEND bullying will decrease significantly.</p>	<p>To be reviewed in the Spring and Summer terms.</p>
Celebrating diversity					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
<p>The school has worked hard to celebrate historical characters with different protected characteristics through the curriculum. However, this</p>	<p>To ensure that the school celebrates the range of people with protected</p>	<p>To plan an enrichment day in October, where important characters in history with protected</p>	<p>DEIB and history lead</p>	<p>Pupil's will have a greater depth of understanding around historical</p>	<p>November 2023.</p>

restricts coverage to certain topics. In October, rather than Black History Month, we will celebrate 'people with protected characteristics in history' through a whole school enrichment day.	characteristics in history.	characteristics are celebrated. To ensure that a range of characteristics are covered.		figures with protected characteristics.	
--	-----------------------------	--	--	---	--

### Facilitating equality in the workplace

Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review

### Enabling representation

Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review

### Supporting inclusion

Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
The school has a significant percentage of Pakistani Muslim families, but very few opt for their children to attend residential visits.	To ensure that the visits are as accessible as possible for these families.	Find out from the families what we could put in place which would enable their children to attend residential. EVC to speak	EVC and DEIB lead	The same percentage of Muslim children will attend the residential visit as	To be reviewed in April 24.

		to families directly to find out what we could do		in the school as a whole.	
--	--	---	--	---------------------------	--