



St. Mary's Catholic Primary School

educate protect love serve



SCHOOL EQUALITY ACTION PLAN

Requirements to meet the Gender Equality Duty	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget needs?	Action by/Review by date - and further actions?
Employment Issues - Staff Recruitment - CPD/training - Conditions	Continue to use male role models across school life	Governors and Head	Encourage under-represented gender to help run clubs / help within school sessions	End Summer term 2023 and then on going Review Spring term 2024 governors meeting
Admissions and attendance	Monitor attendance by gender and group.	Headteacher/Pastoral lead	Provide opportunities for pupils and parents to be made aware of the importance of both boys and girls attending school	July 2023 and then on-going
Continue to screen all policies & practices for relevance to gender equality -revise where necessary	Revise any policies as and when necessary for gender equality	Headteacher and Deputy Headteacher	SLT meeting over time. Update policies as and when required.	Ongoing

Partnerships with parents and community	Ensure fathers/male carers can participate as fully as possible in their children's education. Engage parents to partake in training through Achievement for All programme.	Head and teachers	Encourage fathers to attend parents' evenings; events; sporting matches; as well as encouraging to listen to children read. Parents to attend out of school training sessions.	Spring 2023 and ongoing
Areas to be considered for their Gender Equality relevance	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget?	Action by/Review by dates - and further actions?
Teaching and learning	Ensure all staff understand possible different gender-related learning styles. Continue to deliver learning, appropriate to gender related learning styles.	Headteacher and Deputy Headteacher	Increase Forest School participation Continue to support IWB, ipads and outdoor education	Spring 2023 and ongoing
Pupil progress	Monitor all elements of SEN register by gender, assess and take any necessary action. Track pupil progress by FSM and gender Track pupil participation in clubs	SENCO/ PSA Deputy Head	Track progress of SEN children by gender – details on school system	Spring 2023 and on going Termly reviews and reports to governing body.

Areas to be considered for their Race Duty and Community Cohesion	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget?	Review by date and further actions?
Teaching and learning	To use positive images of different children/ people throughout the world.	Head/ Deputy Head	Books / posters / ICT software as appropriate	Sept 2022 and ongoing
Partnerships with parents and community	Develop links with children and schools in other parts of the UK and in	All teachers		Sept 2022 onwards

	countries using a range of ICT to support (email, Skype and visits) Through CAFOD			Further links to be developed with schools/communities in countries outside Europe
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Areas to be considered for their Disability Equality relevance	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget?	Review by date and further actions?
Maintain access to the curriculum for all pupils. Maintain all extra-curricular activities being open to all pupils.	Curriculum available to all. Extra-curricular activities available to all.	Deputy Headteacher Headteacher Headteacher	On going On going	September 2022 and then on going yearly

Areas to be considered for their Religion or belief relevance	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget?	Review by date and further actions?
Teaching and learning and Partnerships with parents and community	Continue to encourage children to take part in a range of multi-cultural activities, inviting parents and community members to also share these with children.	Deputy Head	Week theme or topic theme– food, dancers, costume, other practitioners as necessary	Sept 2022 and then on going

Areas to be considered for their Sexual orientation and Age relevance	What is to be done/achieved?	Who is to lead on it?	Training or other actions needed? Budget?	Review by date and further actions?
Teaching and learning	Through PSHE/SRE lessons look at issues faced by children and adults in today's society linked to sexual stereotyping and harassment (to be age appropriate)	Head/ Deputy Head and PSA	SRE / Drug and alcohol staff training update using Christopher Winter Project SOW.	September 2022
Employment Issues <ul style="list-style-type: none"> - Staff Recruitment / Retention - Conditions 	Continue to develop school policy to changes by government and LA with regard to national retirement age.	CAST/ Headteacher		September 2022 and on-going