**St. Mary’s Catholic Primary School**





educate protect love serve

SCHOOL EQUALITY ACTION PLAN

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| **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 | Trust HR, Governors and Head | Encourage under-represented gender to help run clubs / help within school sessions | End Summer term 2024 and then on goingReview Spring term 2026 governors meeting |
| Admissions and attendance | Monitor attendance by gender and group.  | Trust/ Headteacher/Pastoral lead | Provide opportunities for pupils and parents to be made aware of the importance of both boys and girls attending school | July 2024 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 | Trust/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. | Trust/ 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 2024 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. | Trust/Headteacher and Deputy Headteacher | Increase Forest School participationContinue to support IWB, ipads and outdoor education | Spring 2024 and ongoing |
| Pupil progress | Monitor all elements of SEN register by gender, assess and take any necessary action.Track pupil progress by FSM and genderTrack pupil participation in clubs | Headteacher/SENCO/ PSADeputy Head | Track progress of SEN children by gender – details on school system | Spring 2024 and on goingTermly reviews and reports to governing body.  |

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| **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. | Diocese/Trust/Head/ Deputy Head | Books / posters / ICT software as appropriate  | Sept 2024 and ongoing |
| Partnerships with parents and community | Develop links with children and schools in other parts of the UK and in countries using a range of ICT to support (email, Skype and visits)Through CAFOD | All teachers/ Headteachers/ Office team |  | Sept 2024 onwardsFurther 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 HeadteacherHeadteacher/ All teachers | On goingOn going | September 2024 and then on going yearly |

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| **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. | Trust/ Head/ Deputy Head/ All teachers | Week theme or topic theme– food, dancers, costume, other practitioners as necessary  | Sept 2024 and then on going |

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| **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) | Diocese/ Trust/ Head/ Deputy Head and PSA | SRE / Drug and alcohol staff training update using Ten Ten RSE and RSHE curriculumAccess support from NSPCC and Brooks | September 2024 |
| Employment Issues* Staff Recruitment / Retention
* Conditions
 | Continue to develop school policy to changes by government and LA with regard to national retirement age. | CAST/ Headteacher |  | September 2024 and on-going |