

Hunton & Arrathorne Community Primary School

Equality Action Plan 2020-2024



	Priority	Actions	Lead	Timescale	Expected Outcomes
Race Equality	Ensure that the diversity of our world is reflected in our school, without stereotyping.	<p>Ensure the curriculum provides opportunities to learn about cultures nationally and globally.</p> <p>Review books in current library to ensure they cover a sufficient range of BAME role models without stereotyping.</p> <p>Record any incidents of racism in the 'Racially Motivated Incidents' book and report to NYCC termly.</p>	Headteacher	<p>Ongoing</p> <p>Termly</p>	Resources around the school reflect race and equality awareness.
Disability Equality	Breakdown barriers with perceptions of disability.	<p>Celebrate the achievements of disabled role models nationally and globally.</p> <p>Ensure a range of visitors enable pupils to engage positively.</p> <p>Make reasonable adjustments to the</p>	Headteacher	Ongoing	<p>Barriers are broken down to enable all children and adults in school to exceed.</p> <p>Children are aware of a greater variety of role models.</p>

		buildings, materials and resources.			
Gender Equality	<p>Close gaps in gender attainment.</p> <p>Create engaging learning opportunities for all genders.</p> <p>Ensure we don't stereotype resources</p>	<p>Regular pupil progress meetings with a focus on gender attainment.</p> <p>CPD Session 'Boys Don't Try' by Matt Pinkett and resulting actions</p> <p>Audit of existing resources and actively look to make resources gender neutral where possible</p>	<p>Headteacher All Staff</p>	Ongoing	<p>A balance of female and male role models throughout the school.</p> <p>Staff and children don't have gender preconceptions.</p> <p>School ethos and curriculum promotes inclusion.</p>
Community Cohesion	<p>Achieve a greater understanding of local and national identity.</p> <p>Play an active role in the village community.</p>	<p>When reviewing cohesive curriculum for 2021 ensure opportunities to explore our locality, with links to cultural capital are fully exploited.</p> <p>Look for opportunities to link up with community groups and make a positive impact on our society.</p>	<p>Headteacher All Staff</p> <p>Community Link TA</p>	<p>By Autumn 2021</p> <p>Ongoing</p>	<p>The planned curriculum is bespoke to the needs of Hunton & Arrathorne pupils.</p> <p>The community and school work in close partnership. Children see themselves as active citizens in the community in line with the school's vision.</p>
Sexual Orientation	<p>Ensure that Relationships & Sex Education curriculum recognises the diversity of family structures</p>	<p>Review current provision for RSE and implement new policy and teaching structure.</p>	<p>All Staff PSHCE Lead</p>	By Autumn 2021	<p>Pupils and staff celebrate the diversity of the world and are confident in ensuring provision is appropriate.</p>

		<p>Ensure all staff are clear about the diversity of families and how to respond appropriately.</p> <p>Purchase a range of reading material which celebrates diverse family structures.</p>			
Religious Belief	Ensure tolerance of all	<p>Ensure staff policies and induction procedures raise awareness of all beliefs.</p> <p>Through R.E & PSHCE curriculum raise awareness of religions without stereotyping</p>	All Staff R.E Lead	Ongoing	School ethos is supported and recognised.
Age	Ensure staff profile is representative of all ages	NYCC Employment Guidelines are followed	Headteacher Governor	Ongoing	Employment law adhered to
Training	Provide all staff and Governors on training on Equality & Diversity.	<p>Provide CPD meeting time to analyse and review Equality Information.</p> <p>Staff to attend other information training as available on particular areas of policy.</p>	Headteacher Governors Staff	Ongoing	All Governors and staff aware of equality objectives.