

Hunton & Arrathorne Community Primary School

Equality Action Plan 2024-2028

We will keep all stakeholders fully informed of the plan and ensure there is ongoing consultation and input.



	Priority	Actions	Lead	Timescale	Expected Outcomes
Race Equality	Ensure that the diversity of our world is reflected in our school, without stereotyping.	Ensure the curriculum provides opportunities to learn about cultures nationally and globally. Review books in current library to ensure they cover a sufficient range of BAME role models without stereotyping. Record any incidents of racism in the 'Racially Motivated Incidents' book and report to NYCC termly.	Headteacher	Ongoing Termly	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>
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		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>	Headteacher Assistant Headteacher All Staff	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>Continue to explore cultural capital links, particularly those regarding national identity and Modern Britain. Ensure these are well-planned within the schemes of learning.</p> <p>Ensure opportunities for pupils to learn from, and learn to love, the local area are planned.</p> <p>Look for opportunities to link up with community groups and make a positive impact on our society – continue work with ‘Hunton in Bloom’, Christmas Cards etc.</p>	<p>Headteacher Assistant Headteacher All Staff</p> <p>Community Link TA</p>	<p>Ongoing</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>Ensure No Outsiders schemes and core text spine reflect different families and sexual orientations.</p>	<p>All Staff PSHCE Lead</p>	<p>Ongoing</p>	<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> <p>Ensure there are opportunities for in-person and virtual visits to explore different faiths and religious buildings.</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 Assistant Headteacher Governors	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. Staff to attend other information training as available on particular areas of policy.</p> <p>Enable Governors to monitor the provision of the No Outsiders curriculum through visits and pupil voice.</p>	<p>Headteacher Assistant Headteacher Governors Staff</p>	Ongoing	All Governors and staff aware of equality objectives.
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