



Lancashire
Equality Mark
Action **Plan**



Equality Action Plan

Having completed the whole school audit and the summary grid, the school needs to create an action plan based on these priorities. We recommend focusing on actions for the next year. We also recommend focusing on actions that will contribute to, and not detract from, the School Development Plan. A school may choose to record all actions, including the simple ones, in the Equality Action Plan or they may choose only to record the more significant actions. These should be incorporated into the school development plan and link to the Equality Objectives which schools are required to publish in line with the Public Sector Equality Duty.

Name of school: Bretherton Endowed C of E Primary School		Date: 20/2/23.	
Overall target: To focus on the equality strands of Gender and Gender Variance and Religion and Belief.			
Intended impact: To identify where the opportunities are in school to show the diverse world we live in and support our children's understanding of what diversity and equality looks like to them as responsible citizens of the world.			
Current situation / critical analysis		Required changes	
<p>The locality of school and our catchment demographic means that our children do not naturally experience a variety of different beliefs and religions apart from the ones we provide within the curriculum. This also applies with our staff demographic.</p> <p>Through the Equality mark we wish to enhance and celebrate our strengths in Religion and beliefs</p>		<ul style="list-style-type: none"> • Create link with two schools for linking partnership • Weave diversity texts into curriculum 	
Actions	Costs / timescale / staff lead	Success criteria	Evaluation
Diversity Course	Sarah Allchurch-£50 One day October 22.	Discover links with local places of worship from World faiths that we can visit and provide a window into the world faiths that live locally. Add information and links to Shared drive.	Ensure information is cascaded to staff and linked with RE curriculum to deepen understanding and provide a sense of real learning outside the classroom and perspective of locality from us.
Sarah Allchurch CPD- Equality and diversity in the workplace- on the Online National Safety Platform	Price as part of our NOS annual fee. 40 minute course,	CPD course provides the core content to ensure your workplace is meeting its legal requirements in equality and diversity and is promoting a more tolerant, inclusive and diverse working environment.	Completed- SA to ensure this is part of staff cpd in Spring term.



Provide opportunity for a class to visit a place of worship to enrich their learning in RE.	Bus costs. N smith, V Glew	Utilise links provided from the course attended by SA. Provide an understanding of living the faith.	Completed in class 4 visited the Hindu temple Nov 2022
Attend Linking Schools Conference	A Moxham One day	Our school is successful in being linked with a school/ schools from a different area and with a different context to ours. Through the organised activities the programme will provide, we can provide one class with a wonderful opportunity of meeting	We have been successfully matched with Barnoldswick Cof E Primary and English Martyr Catholic Primary School- Preston. Session 1 attended by AM Sept and session 2 attended by SA Feb 2023
World Faith Day	A Moxham. SA borrow Religious artefacts from Deepdale Community School	Children explore one theme per class in at least three different world faiths. Children are able to make links between the world faiths and their own beliefs. Children immerse themselves in how people live their faiths and the diversity of our Country and world.	Completed 2-4 January with focus for each class <ul style="list-style-type: none"> - Symbols - Stories - Religious buildings - Customes and beliefs
Linking Schools project	SA/ AM- one year Shared lesson, Zoom call, School linking Day- Burnley Youth Theatre. Subsidised but parents to contribute towards coach- £3.50 per child.	Children build relationships/ friendships with children from a different school setting and area. Children learn about their different religions/ beliefs through visibly seeing living out their faiths.	Link Day 1st February- Burnley youth Theatre- A successful day where all three schools mixed and took part in drama workshops. After the zoom call and sending work between schools, this was an excellent chance to meet them in person and make new friends. This was culmination of 2 writing sessions sending questions and information between schools and a zoom call.
Staff CPD- Certificate in Equality, diversity and inclusion and understand Fundamental British Values- National Online safety platform	Annual NOS membership costs.	Staff have a greater understanding of meeting the children's and other staff needs in both areas.	End of March date completion. Check completed.



<p>Ensure our books in school and displays provide a cross section of different religions, cultural heritage and beliefs.</p>	<p>Look into cost- Madeleine Lindley Ltd. Book packages.</p>	<p>Children have access to books that show different backgrounds, beliefs and religions.</p>	<p>This has been completed through our new English scheme which has included a wide number of diverse books and books looking at equality.</p> <p>Good quality non fiction books in classrooms and on library linked to world religions and diversity and equality. Books shared in worship also including : The Island by Armin Greder; Journey to Jo'Burg by Beverley Naidoo; Fantastically Great Women Who Changed The World by Kate Pankhurst; Wonder by RJ Palacio; The Boy at the Back of the Class by Onjali Rauf; Funky Chickens by Benjamin Zephaniah; The Arrival by Shaun Tan; Can You See Me by Libby Scott; The Diary of a Young Girl by Anne Frank; We Are All Born Free by Amnesty International</p> <p>To purchase: I Love My Hair by Natasha Anastasia Tarpley; And Tango Makes Three by Justin Richardson; Mirror by Jeannie Baker; Speechless by Kate Darbishire; Pansy Boy by Paul Harfleet; Tusk Tusk by David McKee; Sunflower Sisters by Monika Singh Gangotra and Michael Dias-Hayes; George by Alex Gino; Wanda by Sihle Nontshokweni & Mathabo Tlali; Where? by Jordan Collins, illustrated by Phil Lesnie</p>
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Staff Questionnaire	20 minutes	We can assess staff understanding further and plan cpd accordingly.	Staff meeting planned for 15 th March 2023 for all staff on justice, equality and diversity as part of cluster
Track where our plans show diversity and different cultures throughout the curriculum.	Staff meeting time.	Our curriculum represents different cultures, religions and beliefs and demonstrates the diverse culture both in Britain and around the world.	Black History Month Texts in Literacy Tree. History topics, Learie Constatine; Walter Tull; Sikh soldiers; PHSE – explicit links RE – links to beliefs and race
To ensure that equality is part of the Governors agenda To reflect on the 6 areas and whether all areas are equally considered.	Gov minutes	Governors to be fully confident that they are meeting statutory responsibilities for equality and that all decision making in meetings considered the 6 aspects of the award.	2022 2023 governors meeting included a section on equality and diversity with gobs training completed by chair and cascaded to staff Plans to ensure all areas covered by end of the year. Questions to standards committee answered linked to Governing body statutory responsibility for equality.
To update equality plan	HT	To ensure our equality plan is compliant	Completed Jan 2023
Review display policy as not updated for a while Review any outdated documentation.	All staff – discussion at staff meeting	To review displays in school and website to ensure representation included within.	Complete end summer 2023
Look at options for gender neutral uniform and plan for gender neutral toilets etc.	HT and Staff	To create a plan with support of cluster of schools to ensure that school is prepared for any future requests /needs in relation to gender neutral or transgender needs	To be completed by end summer 2023

Total costs £_____cost of equality mark and resources above £650

Projected Actions (for next academic year)



Review equality documentation to ensure all 6 areas are explicitly covered. To determine what school needs to publish by law
Check LGBT focus in school – where when and what
How do we communicate this with parents – links to newsletter

Projected Actions (for following academic years)