

Buckland Primary School

Equalities Action Plan 2024 - 2026

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on the analysis of our data and school-based evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

What we aim to do	How we plan to achieve it	Person Responsible	Timescale	Resources	The impact of our work
To plan direct work for children through assemblies, curriculum and extended provision linked to EDI EDI: Equality / Equity Diversity Inclusion	- Weekly assemblies in line with the school's assembly planner. Focusing on Equality, Diversity and Inclusion. Linked to school values and ethos - Delivering focused lessons and series of lessons within our PSHE and RHE curriculum on the above themes. - Planning events (including the local community) throughout the year. - Continuation of Young Carer group – 'All About Me' with Angel Award accreditation (Surrey Young Carers). - SAATIS project working with Surrey Virtual Schools (CLA) - SAfE Nurturing Schools Programme - cohort 1 with aim to become accredited Nurture school	Headteacher PSHE/RSHE Lead Subject Leads Class teachers Welfare Officer HSLW SENCo Surrey Young Carers representative	Ongoing - linked to Subject Reports and curriculum plans which run academically and reviewed annually SAATIs and Nurture projects 18-month timelines with final written report	Assembly timetable Online resources Staff CPD - subject leads Planning opportunities (PPA) Liaison with local community members Resources for All About me activities – use of PP funds. SAATIS and Nurture programmes fully funded LA/NHS	- Children and staff have a good understanding of equality, diversity and inclusion - Pupils see links to school vision and values. - Strong relationships established with local community groups including local religious groups. - All About me group running reducing barriers for identified group (SYC partnerships) - Trauma and attachment informed school - recognised accreditation - Nurture school accreditation with established Nurture group in school (SEMH)
To promote understanding and respect for differences.	- Identify opportunities within our curriculum (see Curriculum maps) where other cultures and countries are explored. - Study famous people from different cultures and ethnic groups with a variety of abilities and celebrate their diversity. - Use collective worship as an opportunity to celebrate festivals from a range of cultures and countries. - Use events such as the sporting events, Black history month etc. as an opportunity to explore other cultures and celebrate diversity and equality.	As above	Ongoing - linked to curriculum plans which run academically and reviewed annually	Assembly timetable Planning opportunities for staff (PPA) CPD sessions Subject Leader led INSETs External support PSHE Association Educate against Hate resources Links to key events and school-based resources	- Greater understanding and respect for differences; linked to school values. - Topics and arising issues are covered through age appropriate lessons e.g. PSHE, RSHE, History, Geography, RE - Staff have strong subject knowledge and the resources to deliver high quality lessons - The school vision and values promote respect for the differences at Buckland.
To improve provision for pupils for whom English is an additional language, particularly new joiners with no English schooling experience.	- Tours for families of all children offered at Buckland. - Early identification/assessments completed by CT/HLTA to identify language needs (if required) e.g. Race to English	Headteacher SENCo PP Lead Class teacher HLTS / LSA Welfare Officer HSLW	Ongoing - linked to curriculum plans and pupil needs Some interventions may be time bonded with start and end	Tour time for staff Planning time for resources to be made and support to be delivered	- New pupils supported and make progress (collected 3x a year). - Pupils settle well at Buckland and families feel supported with immediate needs met - Positive engagement with external services which support academic progress and positive wellbeing.

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	- Specific planning by CT and interventions run by Support staff/PP Lead/SENCo to support pupils in school. - Child to be given a class buddy who is a good role model of the English language and school values and vision (Friendship Crew) - Inclusion Team support family as required e.g. uniform, PE equipment, school dinners, language classes etc	School Administration team Pupil Leaders: Friendship Crew	assessments made and analysed	Timetabling for interventions to be delivered. Devised half termly by CTs. Liaison with Early Help team to support family as required.	- Emotional wellbeing needs met - with support in place if required - Precision teaching to close gap where identified. Pupil Progress meetings.
To narrow the PP gap in Reading, Writing and Mathematics in all year groups.	- PP Lead to monitor attainment of all PP pupils alongside Assessment lead (HT) - CTs, PP Lead and SENCo plan and deliver Quality first Teaching, adaptive teaching and targeted interventions to address gaps in learning (Diagnostic tools used when appropriate) - See PP Strategy - on website	Headteacher PP Lead SENCo CTs	Ongoing - linked to curriculum plans and pupil needs Some interventions may be time bonded with start and end assessments made and analysed	Planning time PPA Timetabling for Pupil Progress meetings Inclusion team meetings LT meetings Link Governor meetings and reports	- Pupil Premium Strategy https://bucklandprimary.surrey.sch.uk/our-school/pupil-premium/ - Attainment gap narrowed - data analysis and external verification - EYFS, KS1 and KS2 published outcomes demonstrate narrowing of the gap - Pupils make progress against agreed targets (EHCPs, provision maps and prior attainment).
Provide a range of educational opportunities for families to develop their own skills and knowledge to support their children.	- Virtual and face to face parent workshops and family learning sessions focused on curriculum, behaviour, SEND topics. Sessions give parents strategies on how to support their child at home – alongside HSW and MHST. - Targeted small group support (Early Help) for vulnerable families e.g. TAFs, MHST workshops - Signposting families to local support and services (Family Information Services)	Headteacher SENCo Inclusion Team Welfare Officer HSW MHST	Ongoing - families with targeted support agreed timeframe outlined within EH assessments	SENCo/HSW release time to deliver sessions Planning time - resources for sessions Services and support on school website Rooms for TAFs and targeted support to take place	- Parents report they are well supported in helping support their child at home e.g. learning, behaviour strategies - formal and informal feedback - Children settle well and are happy in school - Families develop resilience and are able (with support) to access the support they need
Extend pupils understanding of a range of peoples, cultures and religions.	- Diverse range of texts - class based, subject/topic based and accessible via library - Curriculum overview and RE scheme of work to be monitored to ensure coverage (statutory) with range of people, cultures and religions taught - Plan and celebrate key cultural and religious events e.g. Black History Month, Chinese New Year, Eid, Diwali, Ramadan - Extend visitors to assemblies/workshops/class visits to include people from a range of faiths and cultures.	Headteacher RE Lead Literacy Lead PSHE/RSHE lead CTs	Ongoing - linked to curriculum plans which run academically and reviewed annually	RE release time – monitoring including pupil voice Planning time for staff PPA INSET time. Lead by RE lead. Purchase of diverse books – PP funds, Literacy and donations from PTA/families	- Wide range of high-quality texts accessed by all for range of subject/topics/themes - Children demonstrate a good understanding of different religions and cultures through books, class scrapbooks, assemblies, workshops, visits and discussion