



EQUALITY POLICY AND ACTION PLAN

Jo Andrews

This Equality and Diversity Strategy enables the Trust to respond to the initial implementation of the Equality Act 2010. Further changes, particularly responses to the financial climate and organisational restructure, have prompted a review of the strategic equality objectives and supporting action plan.

The Trust's equality and diversity vision is as follows:

- The Trust will be a place which protects and promotes equality and diversity through opportunity, access and fair treatment, whilst understanding and reducing the costs of inequality for Swindon's diverse population.
- Swindon will be an equal society which recognises and respects people's different needs, situations and goals, establishing real freedom by removing the barriers that limit what people can do and can be.

The Equality Act 2010 established a general duty which the Trust must demonstrate. This duty means that, in the exercise of our functions, we must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We are also required to identify equality objectives and publish the equality information which we use to form the basis of decision making and show how we are meeting the duty.

The areas or groups where we are required to apply these duties include; age (young or old), race (including nationality and ethnicity), sex, disability, gender identity, religion or belief (or not having a religion), sexual orientation (including lesbian, gay, bisexual or heterosexual identity), marital/civil partnership status, pregnancy or maternity.

Our objectives

The objectives we have set to deliver the Trust's vision and the public sector equality duty are:

- ⊕ Equality Data - our objective is that Trust policy, strategy, plans, commissioning and service delivery are informed by and take account of appropriate evidence based equality data and information
- ⊕ Workforce - our objective is to ensure our employment and recruitment processes promote fairness and equality for all
- ⊕ Community Engagement - our objective is to work with local people to ensure that diverse communities within Swindon are included in a fair and equitable way in all of our work, services and development
- ⊕ Analysing the Equality Impact - our objective is that we robustly analyse the equality impact of our decisions and service developments to ensure that all new strategic developments will support the delivery of the Trust's equality vision and statutory duties

Equality, Diversity and Inclusion Action Plan

2025-2028

Identified Area for Improvement	Aim	Success Criteria	Staff Members	Time Frame and Cost Implications	Monitoring and Review
1 School Community	To eradicate the use of homophobic, disablist, sexist, racist and other discriminative language by children.	Through the school ethos and behaviour expectations, children will understand the impact of discriminative language and levels of reported events will be very low or zero.	Whole community	Zero cost	Parent voice Pupil voice CPOMs records
2 School Environment	To provide school environment that welcomes, protects and respects diversity	Displays, resources and areas in school reflect the	Whole school community	Minimal cost	Pupil voice Governor

<p>3 Staff Recruitment, Knowledge and Understanding</p>	<p>diversity in our school community in terms of race, gender and disability.</p>	<p>Whole School community</p>	<p>Website cost</p>	<p>Pupil voice Staff voice Governors</p>
	<p>Ensure our outward facing materials (website) representative of our school and school community</p>	<p>All staff</p>	<p>Zero cost</p>	<p>Parent voice Pupil voice</p>
	<p>Develop staff understanding and knowledge of equality and diversity issues e.g. social stereotypes,</p>	<p>There is an agreed terminology for all to use e.g – Yr 3 pupils not boys/girls, sibling</p>		

	<p>gender stereotypes,</p> <p>as opposed to sister/brother.</p> <p>Staff do not put a ceiling on aspiration on any child due to their social background/ parent/family life/SEND need/culture etc</p>			
<p>To enable staff to become aware of the procedures in place to address any type of inappropriate behaviour.</p> <p>Ensuring all staff are vigilant</p>	<p>There is an agreed behaviour policy and sanctions in place which deals with any discrimination</p>	<p>All staff</p>	<p>Zero cost</p>	<p>Parent voice Pupil voice CPOMs records</p>

	<p>regarding any type of inappropriate behaviour, including name-calling and other forms of victimisation.</p> <p>Ensure consistent, appropriate and swift action taken by all.</p>				
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<p>4 Curriculum and Resources</p>	<p>To ensure that all children are given a wide range of opportunities to raise aspirations and support them in making a positive</p>	<p>Children will leave Covington Park Primary with age related expectations in Reading, Writing and Maths.</p>	<p>All teaching staff responsible</p>	<p>School Budget</p>	<p>SLT members to review data termly during MER Subject leaders for Reading,</p>
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	<p>contribution to the life of the school.</p>			<p>Writing and Maths Blue Kite Academy Trust</p>
	<p>Children will have had the opportunity during their school life at CPPS to participate in a wide range of experiences to widen their aspirations and improve their cultural capital</p>	<p>All teaching staff responsible</p>	<p>School Budget Pupil Premium Funding Friends of School fund raising</p>	<p>Pupil Voice Governing Body</p>
	<p>Children will be given opportunities</p>	<p>All staff. Subject leaders for PE and Music</p>	<p>Minimal cost to attend events</p>	<p>Pupil voice Governing Body</p>

		<p>during school life to become leaders and role models or to represent the school at different events and activities e.g. music, sport, debate etc.</p>			
	<p>To offer a curriculum which represents diversity through the people, places, beliefs and culture the children are exposed to.</p>	<p>The curriculum will be reflective of the communities served whilst allowing pupils to understand their part in the global community.</p> <p>Ensure our library offers books to</p>	<p>Teaching Staff PSHE, History, Geography, MfL leaders</p>	<p>Minimal costs for any local area trips or activities Grants, charities, donations, Friends of School</p>	<p>SLT</p>

		<p>reflect the culture of our pupils.</p> <p>Ensure the curriculum offers special days/themes & events which reflect the culture of our school community e.g. Mother Tongue Day, World Religion Day etc</p>			
<p>5</p> <p>Guidance, Policies and Procedures</p>	<p>Ensure that the school adopts the Trust Equality, Diversity and Inclusion policy</p>	<p>The school adopts the Trust statement, it is shared with staff, governors and parents and is visible on the website, along</p>	<p>SLT Governors</p>	<p>Zero cost</p>	<p>Blue Kite Academy Trust</p>

		<p>with the action plan.</p>			
<p>Ensure that our behaviour and anti-bullying policy has a definition for homophobic, biphobic and transphobic bullying.</p>	<p>The policy will be updated and shared with staff and the school community</p>	<p>SLT</p>	<p>Zero cost</p>	<p>Governors Parental voice</p>	
<p>Ensure that our staff code of conduct explains that:</p> <ul style="list-style-type: none"> · language that reinforces gender stereotypes are examples of sexism; 	<p>Review the staff code of conduct</p>	<p>Staff SLT</p>	<p>Zero cost</p>	<p>Governors BKAT</p>	

	<ul style="list-style-type: none"> · staff should not make assumptions about pupils or other staff members based on their gender. 				
<p>6 Other</p>	<p>Ensure that we seek parent/carer and pupils views on equality, diversity and inclusion in our school.</p>	<p>All voices are heard and listened to and any review positive changes that can be implemented</p>	<p>SLT</p>	<p>Zero cost</p>	<p>Governors</p>