



Love Friendship Courage Hope

Single Equality Scheme Objectives

September 2024 - 2028

OBJECTIVES	1) To continue to promote the understanding and acceptance of the protected characteristics.	2) To increase awareness of diversity, including neurodiversity and disabilities.
Specific	This objective will ensure that we consider the ways in which the protected characteristics may be discriminated against and counter such discrimination or unconscious bias.	Staff will consider the ways in which diversity, including neurodiversity and disabilities, are perceived by adults and children. We will seek to increase awareness of differences between people and celebrate these differences as a unifying characteristic.
Measurable	Any incidences of deliberate or unintentional discrimination will decrease over time.	A range of diverse people will be represented in our curriculum resources. Children and adults will use language that demonstrate an acceptance of all forms of diversity as being normal.
Attainable	Staff and pupils will recognise the protected characteristics and be aware of any potential discrimination or unconscious bias.	Children and adults will demonstrate acceptance of disabilities and diversity as normal. Those with disabilities will have high self-esteem.
Relevant	We recognise the importance of ensuring everyone is respected and treated equitably. We will not tolerate any form of discrimination, and will seek to educate those how may not understand that their words or actions may be discriminatory or derogatory to others.	Our school values of love and friendship for all regardless of differences, encapsulate the acceptance and compassion we want our pupils to grow to have.
Time-Bound	We will review these objectives annually during the four-year period, and evaluate the effectiveness of our plan, modifying it and adapting it as we proceed.	

Single Equality Scheme Action Plan

Activity and Proposed Action	Who	Time	Success Criteria
Staff will ensure that different protected characteristics are represented in the curriculum where appropriate	All CTs	Ongoing	When planning for teaching and learning, classteacher will consider relevant groups with protected characteristics and ensure they promote positive representation.
When new resources are purchased, staff will consider how the resources will support the development of pupil understanding in relation to the protected characteristics including neurodiversity and a variety of disabilities.	All staff	Ongoing	Minority groups in school will recognise themselves in the resources used and displayed. Pupils will develop their knowledge and understanding of different groups beyond their immediate experience.
Through PSHE sessions explore how it feels to be different to encourage children to think about minorities generally including those with neurodiversity or disabilities.	All CTs	Ongoing	Children are able to explore and empathise, developing their understanding of belonging and how it feels to be an outsider. Children will feel empowered to intervene or speak to an adult if they hear or witness racism or discrimination.
Promote a strong, positive sense of identity for all children including those who have disabilities or are neurodiverse through affirmation and support.	All staff	Ongoing	All children will feel good about themselves and be confident in their different skills and different ways of learning.
Assembly programme to promote inclusion and an understanding of diversity.	HT & CTs	Ongoing	Children will be able to talk about inclusion and diversity. They will talk about and treat others with respect.
Any incidents of discrimination will be followed up appropriately, and parents informed.	HT	As required	Perpetrators of discrimination will be encouraged to understand the effect of their actions/words and consider the harm they are causing to others. Restorative conversations will take place where appropriate.