



## Gorse Hall Primary and Nursery School Diversity & Equality Scheme



**2021 – 2025 (4 YEAR PLAN – REVIEWED ANNUALLY)**

At Gorse Hall Primary School, we are committed to meeting the individual needs of each child and we will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of the Single Equality Act 2010. Whilst we believe we do everything possible to ensure that no child, parent or member of staff is disadvantaged in anyway because of their circumstances, we recognise that we must constantly strive to do more to ensure our approach remains up to date and relevant. For this reason, we have drawn up this scheme which sets out the specific initiatives and actions we are committed to completing in the period from 2021 to 2025.

Objectives	Actions to be taken	By whom	Timescale and Resources
To ensure that the aims and objectives in the Equality Information and Objectives Policy are met	<ul style="list-style-type: none"> <li>• Annual reviews of the school’s Equality Information and Objectives Policy.</li> <li>• Monitoring of Equality and Diversity within teaching and learning.</li> <li>• Regular meetings between teaching staff and members of the Senior Leadership Team to ensure progress and identify barriers to learning that may be present due to diversity and ensure these are addressed through appropriate intervention.</li> </ul>	SLT Teaching Staff Governing Body	Ongoing  SLT meetings Governors’ meetings Pupil Progress meetings
To promote equality and tackle discrimination	<ul style="list-style-type: none"> <li>• Any incidents of discrimination (including racism) to be reported through the appropriate channels (see anti bullying and safeguarding policies).</li> <li>• Meetings with School Council to define and share information with bullying.</li> <li>• Regular monitoring of Equality and Diversity within teaching and learning.</li> <li>• Regular meetings between teaching staff and members of the Senior Leadership Team to ensure progress and identify barriers to learning that may be present due to</li> </ul>	SLT Teaching Staff Governing Body	Ongoing  SLT meetings Governors’ meetings Pupil Progress meetings  Assembly time



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	<p>diversity and ensure these are addressed through appropriate intervention.</p> <ul style="list-style-type: none"><li>• Themed whole school assemblies promote equality and celebrate diversity throughout the year.</li></ul>		
<p>To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to exploring any issues around equality and diversity</p>	<ul style="list-style-type: none"><li>• Themed whole school assemblies promote equality and celebrate diversity throughout the year.</li><li>• Theme weeks to provide pupils with opportunities to explore different cultures.</li><li>• RE curriculum develops spiritual and moral objectives.</li><li>• Monitoring of Equality and Diversity within teaching and learning.</li><li>• Jigsaw scheme taught consistently across school.</li><li>• All extra-curricular opportunities are inclusive for all pupils.</li><li>• Working towards the SEND Inclusion Award.</li><li>• Working towards the ACSEED Award.</li></ul>	<p>SLT Teaching Staff</p>	<p>Ongoing</p>
<p>To raise staff, pupil and governors awareness of equality and diversity</p>	<ul style="list-style-type: none"><li>• Ensure (through consultation) staff and governors have a good understanding of diversity and provide training where necessary.</li><li>• Diversity and equality should be discussed as part of School Council Meetings and reported back to staff and pupils regarding their discussions and findings</li><li>• Equality and diversity to be discussed with children as part of class teaching</li><li>• Whole school assembly theme's raise awareness of diversity and equality</li></ul>	<p>SLT Pupils Teaching Staff Governing Body</p>	<p>Ongoing</p>



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<p>To promote disability equality throughout school</p>	<ul style="list-style-type: none"><li>• Regular reviews of the school's SEND Accessibility Plan with due consideration for the stakeholders it effects.</li><li>• Regular meetings to ensure the needs of disabled stakeholders are identified and addressed.</li><li>• Timely and appropriate interventions (including modifications to school grounds and the provision of equipment) to ensure the needs of disabled stakeholders are met.</li></ul>	<p>SLT Teaching Staff Pupils</p>	<p>Ongoing  SLT meetings Governors' meetings</p>
<p>To narrow the attainment gap across school</p>	<ul style="list-style-type: none"><li>• Data analysis is completed by teaching staff (including gender, disadvantaged, SEND).</li><li>• SDP prioritises attainment and progress for all pupils.</li><li>• Teachers meet with Assessment Leads and SLT to discuss attainment and progress and report on pupils causing concern.</li><li>• Interventions are well-planned and robust and move learning forward.</li><li>• SSA's are utilised to effectively support pupils with SEND.</li></ul>	<p>SLT Teaching Staff Assessment Leads</p>	<p>SLT meetings Governors' meetings Pupil Progress meetings Staff meeting time</p>
<p>To promote cultural development and understanding through a rich range of experience, both in and beyond the school</p>	<ul style="list-style-type: none"><li>• Themed whole school assemblies promote equality and celebrate diversity throughout the year.</li><li>• Theme weeks to provide pupils with opportunities to explore different cultures.</li><li>• RE curriculum develops spiritual and moral objectives.</li><li>• Monitoring of Equality and Diversity within teaching and learning.</li><li>• Jigsaw scheme taught consistently across school. Areas throughout the scheme promoting equality and diversity are highlighted and accessible.</li></ul>	<p>SLT Teaching Staff PHSE Lead RE Lead</p>	<p>SLT meetings Governors' meetings Assembly time Jigsaw resources</p>



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	<ul style="list-style-type: none"> <li>• All extra-curricular opportunities are inclusive for all pupils.</li> <li>• Working towards the SEND Inclusion Award.</li> <li>• Working towards the ACSEED Award.</li> </ul>		
To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010	<ul style="list-style-type: none"> <li>• Any incidents of discrimination (including racism) to be reported through the appropriate channels (see anti bullying and safeguarding policies).</li> <li>• Meetings with School Council to define and share information with bullying.</li> <li>• Annually review Anti-Bullying Policy with the School Council.</li> <li>• Participate in Anti-Bullying Week in accordance to the Anti-Bullying Alliance.</li> <li>• Whole school Anti-Bullying competition</li> <li>• Whole school Anti-Bullying assembly</li> </ul>	SLT Teaching Staff Governing Body School Council	SLT meetings Governors' meetings School Council meetings  Prizes Anti-Bullying resources

The governing body has overall responsibility of ensuring that the Diversity & Equality Scheme, as written, does not discriminate on any grounds, including but not limited to: ethnicity/national origin, culture, religion, gender, disability or sexual orientation.