Winterton Primary School Single Equality Scheme Action Plan 2026 - 2027

Objectives	*Actions*	*Who*	*When*	*Impact and next steps*
ACCESSIBILITY/ DISABILITY **Review Accessibility plan* **Analysis of pupil data inc progress and attainment*	• Ensure equal access to learning and school facilities. • Improve progress and attainment for pupils with SEND. • Promote positive attitudes towards disability and inclusion.	SLT, Class Teachers and Pupil Parliament	Annual Accessibility Plan review, termly pupil progress meetings and SEND reviews.	Review and update the school Accessibility Plan annually. Monitor progress and attainment of pupils with SEND, identifying appropriate interventions and support. Ensure teaching, resources and the learning environment are accessible and adapted to individual needs. Provide books and curriculum opportunities that celebrate disability and positive role models.
RACE **Promote equality of opportunity* **Eliminate unlawful discrimination* **Eliminate racist harassment* **Promote good relations between different ethnic groups*	• Promote equality and challenge racial discrimination. • Celebrate cultural diversity and respect for different beliefs. • Develop pupils' understanding of different cultures through the curriculum and wider experiences.	SLT CT's PSHE Lead	SLT and RE Subject Lead Curriculum monitoring, lesson visits and pupil voice.	Embed cultural diversity across RE, PSHE, reading and the wider curriculum. Provide opportunities to explore different cultures, religions and traditions. Promote respect and inclusion through assemblies, discussions and enrichment activities. Use a greater amount of 'hand on artefacts' to support with the understanding of different cultures.

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GENDER **Analysis of all pupil achievement and performance by gender* **Promote equality of opportunity* ** Range of gender friendly teaching styles and strategies*	• Promote gender equality and equal opportunities. • Challenge gender stereotypes. • Ensure all pupils can achieve and participate fully.	SLT, Class Teachers and PSHE Lead	Termly data analysis, curriculum monitoring and pupil voice.	Reduced gender gaps in attainment and participation by sharing a range of different role models Pupils demonstrate positive attitudes towards gender equality. Equal engagement and participation across curriculum activities.
SEXUAL ORIENTATION **Promote equality of opportunity* **Eliminate unlawful discrimination* **Eliminate racist harassment*	• Promote equality of opportunity and respect for all. • Eliminate discrimination and harassment. • Celebrate diversity and different family structures.	SLT, PSHE Lead and Class Teachers	PSHE curriculum monitoring, pupil voice and behaviour records.	Ensure the PSHE curriculum promotes respect, diversity and inclusion through age-appropriate teaching. Provide books and resources that reflect different families and relationships. Promote positive role models and celebrate diversity through assemblies and the wider curriculum. Ensure staff use inclusive language and challenge discriminatory attitudes or behaviour.

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CURRICULUM FOR EQUALITY **Extracurricular opportunities* **Relationships with others/PSHE* **Resources*	• Ensure the curriculum reflects and celebrates diversity. • Provide equal access to extracurricular opportunities. • Promote positive relationships, respect and inclusion.	SLT, Curriculum Lead and Class Teachers	Curriculum monitoring, participation records and pupil voice.	Review the curriculum to ensure diverse backgrounds, cultures and experiences are represented. Ensure all pupils can access extracurricular activities, including those with SEND and disadvantaged pupils. Monitor participation in enrichment activities to identify and remove barriers. Use inclusive books, resources and PSHE teaching to promote equality and respectful relationships.
COMMUNITY COHESION **Targeting underachieving groups* **Family learning* **Parents and the community* **Global Links*	• Strengthen relationships between school, families and the wider community. • Support disadvantaged and underachieving pupils. • Promote community involvement and awareness of local and global issues. • Invite parents to pupil and parent workshops to support academic success and engagement	SLT, Class Teachers and Pupil Parliament	Parental engagement , pupil progress reviews and participation records.	Provide opportunities for parents to engage in school life through workshops, celebrations and events. Work closely with families to support pupil achievement, attendance and wellbeing. Strengthen links with local organisations, churches and community groups. This will include the local 'warm room'. Encourage pupil participation in community events, charitable activities and fundraising.

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ALL EQUALITIES **Staff and LC representation* **Exclusions* **Training needs*	• Promote equality and inclusion across the school. • Ensure fair representation and equal opportunities. • Identify and address discrimination, bias and barriers to learning.	SLT, Class Teachers and Pupil Parliament	Parental engagement, pupil progress reviews and participation records.	• Monitor behaviour, bullying and suspensions through CPOMS to identify patterns or inequalities. • Provide staff training on equality, diversity, SEND and inclusive behaviour approaches. • All pupils are given different roles of responsibility in school.