



WESTGATE PRIMARY SCHOOL

EQUALITY ACTION PLAN 2021- 2024

Equality Strand	Aim	Action(s)	Who's responsible?	Timescale & cost	Success Indicators	Monitoring	RAG
All –Strategy and policy	To ensure that school's equality policy and related policies/procedures are relevant to our work and inform practice to ensure Equality issues are taken account of in every aspect of school life.	<ul style="list-style-type: none"> Review and update policies and procedures with all stakeholders. Publish key policies via website. Equality working party re-established 	<ul style="list-style-type: none"> JHatt HC 	<ul style="list-style-type: none"> Equality policy to be reviewed 2022 Anti-racism policy to be reviewed 2024 Hate incident procedure to be reviewed 2024 	<ul style="list-style-type: none"> All stakeholders have access to the policies Policies reviewed and updated. 	<ul style="list-style-type: none"> Working party meeting minutes 	2021/22
							2022/23
							2023/24
Gender, disability, ethnicity, community cohesion	To re-establish the equality working party	<ul style="list-style-type: none"> To organise members and meeting dates for the year. To review and evaluate the Equality action plan 2018-21 and RAG rate. To identify aims and actions which were not completed (due to Covid) and incorporate these into our 2021-24 action plan 	<ul style="list-style-type: none"> JHatt (Equality Working Party Team: HH, SK, SM, VF) 	<ul style="list-style-type: none"> Autumn 2 Regular meetings at least 1 per term. 	<ul style="list-style-type: none"> Equality action plan 2018-21 RAG rated Equality action plan 2021-24 in placed and shared. 	<ul style="list-style-type: none"> Working party meeting minutes Action plan 2018-21 RAG rated Action plan 2021-24 RAG rating 	2021/22
							2022/23
							2023/24

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Gender, disability, ethnicity, community cohesion	To review the curriculum to embed equality and diversity themes	<ul style="list-style-type: none"> • Work with DH and subject leaders to look at the curriculum to embed equality and diversity themes. • Leadership days to focus on curriculum mapping and embedding equality and diversity across school. • Staff meeting to focus on curriculum mapping. Look at equality resources and how they can be used more effectively. 	<ul style="list-style-type: none"> • JHatt, DH, HC • Subject leaders 	Spring and Summer term	<ul style="list-style-type: none"> • Equality and diversity is embedded throughout the curriculum. 	<ul style="list-style-type: none"> • Curriculum plans show embedding of equality and diversity across school. 	2021/22
							2022/23
							2023/24
Gender, disability, ethnicity, community cohesion	To ensure the curriculum, displays and enrichment activities includes the teaching of significant individuals and groups that challenge stereotypes and promote role models that children positively identify with.	<ul style="list-style-type: none"> • Each class to focus on a theme or person for BHM in October and incorporated into core or non-core subjects. • Curriculum mapping • Staff to ensure displays incorporate positive role models and promote equality. • Review assemblies to ensure a variety of role models are used. • 	<ul style="list-style-type: none"> • All staff 	October 21	<ul style="list-style-type: none"> • Increased awareness of role models and their achievements. 	<ul style="list-style-type: none"> • Review of the curriculum • Feedback from staff and children 	2021/22
				Ongoing			2022/23
							2023/24
Gender, disability, ethnicity, community cohesion	To celebrate diversity, promote equality and challenge prejudice	<ul style="list-style-type: none"> • Re-establish the 3 year cycle of whole school events to promote equality and diversity. 	<ul style="list-style-type: none"> • JHatt 	Possibility of cost of workshops for the cultural day in 2024	<ul style="list-style-type: none"> • A planned 3 year cycle of events 1. Anyone Can Day 2. Disability Awareness Day 3. Cultural Day 	<ul style="list-style-type: none"> • Review of events 	2021/22
				Other events are free of charge.			2022/23

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		<ul style="list-style-type: none"> Contact Primary Futures to organise anyone can day 2022 Contact Mencap to organise disability awareness day for 2023 Cultural day 2024 					2023/24
Gender, Race, Ethnicity, Disability, sexual orientation, community cohesion.	To re-establish peer mediators and include BEAMS work.	<ul style="list-style-type: none"> Relaunch the peer mediators through an assembly/ppt for each class Children apply to be peer mediators Peer mediators selected CE and JHatt to train new peer mediators and include the role of BEAMS into this. Peer mediators to record an assembly for the whole school. 	<ul style="list-style-type: none"> JHatt and CE 	Autumn term 2, 2021	<ul style="list-style-type: none"> Peer mediators trained and understand their roles Peer Mediation supports children to resolve conflict and work with others to create positive outcomes. BEAMS work is incorporated into the Peer mediator role. 	<ul style="list-style-type: none"> Half Termly meetings with Peer Mediators. Monitoring of the playground through observations of how the children are using the peer mediators. Lunchtime staff to meet/report back on how the Peer mediator system is working. 	2021/22
							2022/23
							2023/24
Gender, Race, Ethnicity, Disability, sexual orientation, community cohesion.	To ensure pupils have a voice in shaping and evaluating our work to understand and promote equality and diversity.	<ul style="list-style-type: none"> Equality and diversity is a regular agenda item for school council. Y6 Peer mediators attend a school council meeting every half term School council contributes to plans for whole school events and ideas to promote equality and diversity. School council minutes provide feedback on discussions about equality and diversity. 	<ul style="list-style-type: none"> JHop JHatt School Councillors Peer mediators 	Autumn 2	<ul style="list-style-type: none"> School council has equality and diversity as a regular agenda item. Feedback is given to the classes by school councillors. Suggestions feed into planning whole school events. 	<ul style="list-style-type: none"> School council minutes Peer mediator minutes Evaluation of whole school organised events. 	2021/22
							2022/23
							2023/24
Disability	To improve physical access at Westgate, the			2021-24			2021/22

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	curriculum and written information	<ul style="list-style-type: none"> • See School Accessibility Plan 2021-24 	<ul style="list-style-type: none"> • Head teacher • Governors • Equality working party 		<ul style="list-style-type: none"> • See School Accessibility Plan 2021-24 	<ul style="list-style-type: none"> • See indicators on Accessibility plan 	2022/23
							2023/24
Community cohesion	To broaden children's understanding of cultures and communities other than their own	<ul style="list-style-type: none"> • Plan a range of visits and visitors to educate about a wide range of cultures, communities and faiths • To make a link with a Spanish school. • Spanish Curriculum mapping to incorporate links with a Spanish school. • Assembly themes link to the Equality & Diversity Charter 	<ul style="list-style-type: none"> • RE/PSHE subject leaders • SLT • IR – Spanish teacher 		<ul style="list-style-type: none"> • Children meet people from different cultures and communities and learn about similarities and differences. • Spanish link embedded into the Spanish curriculum across school. • Curriculum content reflects the diverse nature of UK society. 	<ul style="list-style-type: none"> • Review of impact of visits and visitors • Feedback from children • Curriculum content monitoring 	2021/22
							2022/23
							2023/24

See also: Accessibility Plan 2021- 2024