



Equalities Information and Action Plan. Reviewed annually.

Written Nov 2016/Sept 2017/Sept 2018/Nov 2019/Dec 2020/Dec 2021/Jan 2022/ Jan 2023/Jan 2024

The Law

All bodies are required to:

- Eliminate unlawful discrimination;
- Advance equality of opportunity between people who share a protected characteristic and people who do not;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Education and Inspections Act 2006: Headteachers must identify and implement measures to promote good behaviour and respect for others and prevent all forms of bullying.

Teaching and Learning Actions	Evidence
<ul style="list-style-type: none"> • Continue promoting the Respect Charter which is inclusive to all beliefs and cultures; • Open and inclusive curriculum – all books and all teaching resources reflect a range of cultural backgrounds, without stereotyping, encourage empathy and curiosity, equality, cover world religions, sexual orientation and equality, age, gender and disability; • PSHRE and Assemblies that are sometimes delivered by religious leaders; • Mother tongue Assessments on entry where possible/if needed; • Bilingual Support & support for new arrivals; • Use of cooperative learning theory; • Link with Medlock Valley; • Hold Cultural Diversity Themed days; • Differentiation within planning and the use of specific interventions to address gaps; • Pre teaching and 1:1 support for all vulnerable children across the curriculum where required; • Availability of additional support and resources for staff and children with SEND: • Provide opportunities for pupils to appreciate their own culture and religion and celebrate the diversity of other cultures; • Books in school linked to diversity and multiculturalism; 	<p>Assembly File, Classroom & corridor displays Curriculum documents/Subject Leader files/Teaching and Learning files NOHIB reporting procedures INA and EAL Policy SEND Policy/SEND Offer/ SEND Files Linking Plan Equality Policy Accessibility Plan RE planning</p>

Staff Actions	Evidence
<ul style="list-style-type: none"> • Diversity, disability, gender, age and world religions are positively depicted in displays; • Following the Oldham RE Agreed Syllabus, a range of sensitive teaching strategies and visits are used when teaching about different cultural and religious traditions; • Sex Education separate for both genders in Y6 although the same content, and girls in Y4 during which questions are answered sensitively; • All school clubs are open to both genders and are promoted across age ranges using age- appropriate resources; • Develop PSHRE curriculum to include reference to trans, gay and lesbian learners, review content, books, resources; ensure staff do not make assumptions about pupils’ families; • Ensure the curriculum covers women as well as men e.g. Not always a male Roman centurion and a Roman slave girl; • Ensure that teachers use the curriculum to build understanding and tolerance. 	<p>Classroom/staffroom & corridor displays</p> <p>Teaching and Learning Files</p> <p>Club Registers</p> <p>PSHRE Curriculum</p> <p>Subject Leader Folders</p> <p>Curriculum Documents</p>
Community Actions	Evidence
<ul style="list-style-type: none"> • Translation of documents, teaching & meetings; • Parents classes including English, Maths, ICT, sewing, and homework support; • Complete parent Background Survey annually; • A lift and disabled toilets for staff and children when required; • A hoist is fitted in one of the disabled toilets; • Risk assessments for those with SEND which include access to the curriculum, trips and fire drills; • Y6 Transition support for all vulnerable children; • School closed to children at Eid so that their attendance is not affected; • Harvest Festival packages given to Chadderton Free Church to be distributed in the community; • Support for Inter Faith Forum work re Religious Observation policy; • Sanitary bins in KS2 girl’s toilets. • Mums and dads invited to classes; • Key staff to attend training as needed and share with staff and parents; • Ensure that all equality policies and procedures include trans pupils and adults; 	<p>Parent class registers</p> <p>Background survey reports</p> <p>Accessibility Plan</p> <p>Health and Safety lead- PEEPs</p> <p>H&S file- Risk Assessments</p> <p>SEND files</p> <p>School closure dates</p> <p>Assembly records</p> <p>Newsletters</p> <p>Support for all staff to worship as they believe</p> <p>Safeguarding team staff to attend training as needed. Facilitate staff meetings.</p> <p>Equality policy reviewed annually</p>

<ul style="list-style-type: none"> • A firm approach to language such as “gay” or “trannie” as a derogatory term. Incidents taken seriously, recorded and followed up. Reported anonymously to protect pupil and family; • Create a safe environment. Children and adults can feel safe in being ‘out’ or being themselves in school without fear of retribution. 	Bullying and Incident Reporting File
---	---

In addition to monitoring pupil performance information, we also regularly monitor & evaluate the impact of a range of other information relating to exclusions, attendance, participation in extra-curricular activities. This enables us to identify any differences & take appropriate action to meet the needs of specific groups. We can then set targets in our school development plan in order to make the necessary improvements.

Further information:

Mermaids: <http://www.mermaidsuk.org.uk/> for parents.

Gender Identity Research and Education Society (GIRES) <http://www.gires.org.uk/> for teachers and professionals.

The angels <http://theangels.co.uk/> for parents.

The Beaumont society for trans people <http://www.beaumontsociety.org.uk/>