

Single Equality Scheme Action Plan

Heading	Actions	Who	When	Impact and next steps
ACCESSIBILITY/ DISABILITY <i>*Review Accessibility plan</i> <i>*Analysis of pupil data inc progress and attainment</i>	<ul style="list-style-type: none"> • Complete accessibility plan and upload to website. • Identify vulnerable groups across school. • Work with staff and Trust to monitor progress across the curriculum of vulnerable groups. • Work with parents to put in protective factors around individuals. 	Beth Spaul	July 2025 Ongoing	
RACE <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i> <i>*Promote good relations between different ethnic groups</i>	<ul style="list-style-type: none"> • Ensure all activities offered as part of our curriculum are mindful of discrimination. • Create an ethos and culture on inclusion • Inclusion training for all stakeholders (pupils, staff and parents) • Carry out an audit of resources – books, games, concrete materials (small world) • Arrange access for children to promote relationships with children outside of Norfolk – UK • Ensure our PSHE curriculum is robust and supports our inclusive culture. 	Beth Spaul	July 2025	
GENDER <i>*Analysis of all pupil achievement and performance by gender</i> <i>*Promote equality of opportunity</i> <i>* Range of gender friendly teaching styles and strategies</i>	<ul style="list-style-type: none"> • Our school offers a adapted curriculum for all pupils. • Curriculum resources include examples of people with different roles and without stereotypes. • Curriculum progress is tracked for all pupils, including gender. • Targets are set effectively and are appropriate for all individual pupils. • The curriculum is reviewed to ensure it meets the needs of all pupils. • We work with all stakeholders to ensure we promote equal opportunities. • We follow policy and procedures laid out by Consortium Trust to ensure we support protected characteristics. 	Beth Spaul	July 2025	

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<p>SEXUAL ORIENTATION <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i></p>	<ul style="list-style-type: none"> • Our school offers a adapted curriculum for all pupils. • Curriculum resources include examples of people with different roles and without stereotypes. • Curriculum progress is tracked for all pupils, including gender. • Targets are set effectively and are appropriate for all individual pupils. • The curriculum is reviewed to ensure it meets the needs of all pupils. • We work with all stakeholders to ensure we promote equal opportunities. • We follow policy and procedures laid out by Consortium Trust to ensure we support protected characteristics. 	Beth Spaul	July 2025	
<p>CURRICULUM FOR EQUALITY <i>*Extracurricular opportunities</i> <i>*Relationships with others/PSHE</i> <i>*Resources</i></p>	<ul style="list-style-type: none"> • The curriculum is reviewed to ensure it meets the needs of all pupils. • We work with all stakeholders to ensure we promote equal opportunities. • We follow policy and procedures laid out by Consortium Trust to ensure we support protected characteristics. • We seek parental consent to deliver a robust sex and relationships education. • We ensure we support open minded and empathic thought in all stakeholders. 	Beth Spaul	July 2025	

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<p>COMMUNITY COHESION <i>*Targeting underachieving groups</i> <i>*Family learning</i> <i>*Parents and the community</i> <i>*Global Links</i></p>	<ul style="list-style-type: none"> • Our school offers an adapted curriculum for all pupils. • Curriculum resources include examples of people with different roles and without stereotypes. • Curriculum progress is tracked for all pupils. We track groups of children to support underachieving groups. • Targets are set effectively and are appropriate for all individual pupils. • We invite parents and community members in to school to celebrate and take part in learning opportunities for all. • We ensure our Locality Committee is representative of our local community. • We seek to make global links through our curriculum offer in the foundation subjects. • Our PFA works closely with all parents and staff to ensure we have a robust and equitable offer for all pupils. 	<p>Beth Spaul</p>	<p>July 2025</p>	
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<p>ALL EQUALITIES <i>*Staff and LC representation</i> <i>*Exclusions</i> <i>*Training needs</i></p>	<ul style="list-style-type: none"> • We invite parents and community members in to school to celebrate and take part in learning opportunities for all. • We ensure our Locality Committee is representative of our local community. • Our LC skills support our curriculum offer and vision. • We seek to make global links through our curriculum offer in the foundation subjects. • Our PFA works closely with all parents and staff to ensure we have a robust and equitable offer for all pupils. • We follow policy and procedure laid out by Consortium Trust to ensure we follow statutory requirements when we make exclusions. • We work closely with Consortium Trust and Norfolk County Council agencies to ensure our training needs are met and they support all children. • 	<p>Beth Spaul</p>	<p>July 2025</p>	
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