



Northfield Primary and Nursery School Equality Objectives

Equality Action Plan	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p>Rationale for Objective 1:</p> <p>Our curriculum content and resources are not fully representative of wider society. The general equality duty requires us to foster positive relations between different groups.</p> <p>“While leaders promote British Values, pupils do not have enough opportunities to develop a secure and deep understanding of these. This means they cannot explain these well or give examples of how they are lived out within school life and beyond. Leaders should review the curriculum to identify and maximise every opportunity to promote pupils’ understanding of British Values within and across subjects.” (Ofsted, November 2022)</p> <p>Protected characteristics covered:</p> <ul style="list-style-type: none"> • age • disability • race • sex • gender reassignment • maternity and pregnancy • religion and belief • sexual orientation • marriage and civil partnership 	<p>Our curriculum content and resources, including books, reflect wider society and prepare pupils well for life in Modern Britain.</p> <p>Children in all year groups will have increased opportunities to develop a strong sense of their identity and an understanding of their similarities and differences to others – everyone is diverse.</p> <p>Stereotypes will be challenged.</p> <p>Staff will have received training and are confident in their subject knowledge of British Values and protected characteristics.</p> <p>Pupils will be more aware of all protected characteristics and can articulate at an age-appropriate level, giving examples of how they are lived out within school life and beyond.</p>	<p>Nominated link governor for equality</p> <p>Focused governor visits</p> <p>Finance Committee (oversight of training & resource budget)</p>	<p>Review of this action plan (termly)</p> <p>Subject leaders monitor their curriculum/lesson plans and implementation termly to ensure equality, diversity and inclusion (EDI) is incorporated through learning walks, book looks and environment reviews.</p> <p>Through conversations with children (pupil voice questionnaires)</p>	<p>School SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p> <p>Subject Leader Action Plans</p>
<p>Objective 1: To improve curriculum provision in order to increase understanding of diversity, equity, inclusion and belonging for all stakeholders including staff, pupils, governors and parent/carers.</p>				
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
1.1 Staff CPD focused on unconscious bias/ EDI/anti-racism/protected characteristics/the inclusive curriculum.	Spring 2024	HT and VW	INSET training NCC Anti-racism Toolkit	Budget to be identified for staff training
1.2 All staff to be included and actively involved				
1.3 Audit classroom books with regard to protected characteristics.	Autumn 2023	NC and NE	Non-contact time for NC and NE	
1.4 Audit current resources/provision, including books, through our curriculum offer for each subject area with regard all protected characteristics.	Spring 2024 onwards	Subject Leads	Staff meeting Subject Leader time	Budget to be identified for resources
1.5 Improve visibility of protected characteristics information around school	by Spring 2024	VW and NE	Consistent protected characteristics poster created by NE in classrooms Purchased posters in communal areas.	Budget to be identified for resources
1.5 Consciously include key texts and lessons which challenge stereotypes and are representative of modern-day society.	Autumn 2023 onwards	All staff	PSHE Talking Points texts	Budget to be identified for resources
1.6 Include information on DEIB in Northfield News (school newsletter) to inform parents/carers.	Autumn 2023 onwards	Class teachers	Spotlight on... in Northfield News	
1.7 Consult pupils re the impact of the implemented changes through a survey/questionnaire	Summer 2024	HT and VW	Focus group/survey – refer to books that include protected characteristics Pupil Parliament meeting	
<p>Future Developments</p> <p>Establishment of focus group to include representation from all stakeholder groups to further embed EDI across the whole school Develop a Diversity Champions Group</p>	Autumn 2024 – Summer 2025	Equality Governor HT and VW	VW to research Diversity Champions	



Northfield Primary and Nursery School Equality Objectives

Equality Action Plan Rationale for Objective 2	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p>Outcomes for boys in year 6 are well below national average (2023 leavers)</p> <p>A similar outcome reflected in current year 5 and 6 (2023 cohorts)</p> <p>Protected characteristics covered: Gender</p>	<p>Boys in all year groups will have opportunities to build their confidence and fluency in reading – issues around lower engagement in reading addressed.</p> <p>Boys in all year groups will have texts available in school that appeal to them.</p> <p>There is an improvement in outcomes for boys in reading.</p> <p>Boys in school tell us that they enjoy reading and have access to high quality texts (including the library).</p>	<p>Nominated link equality governor.</p> <p>Focused governor visits</p> <p>Finance Committee (oversight of training & resource budget)</p> <p>T&L Governor has oversight of curriculum</p>	<p>Through conversations with boys (pupil voice questionnaires).</p> <p>SLT monitoring of reading folders.</p>	<p>School SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p>
Objective 2 To raise the attainment of boys in reading by the end of Year 6				
Actions	Timelines	Staff Responsible	Resources – Time/CPD	Resources - Financial
2.1 Boys with low engagement in reading at home to be identified early in EYFS and KS1.	Autumn 2023 – Summer 2024	English Lead	Reading records Pupil voice	
2.2 Consult boys at risk of not achieving ARE regarding genre of books that interest them and access to these books in school.	Autumn 2023	Class Teachers English lead SEND lead	Pupil voice	
2.3 Improve access to books that interest boys with lower engagement in reading in classrooms. 2.4 Boys learn how to use the local library to borrow books that appeal to them.	Spring 2024 Ongoing	Class Teachers	Education library Service, including mobile library van. Each class visits the local library termly in Mansfield Woodhouse.	£300 class budget on books.
2.5 Raise aspiration and engagement of reading in boys.	Ongoing	English Lead	Tom Palmer – author visit March 2024. Reading volunteers to target boys. Teachers to recommend appropriate books/authors to inspire reading. Reading across the curriculum. Rocket phonics Reading for pleasure books	
2.6 Consciously include texts which challenge male gender stereotypes and are representative of modern-day society.	Autumn 2023 onwards	Class Teachers	PSHE Talking Points texts Texts across the curriculum	
2.7 Appropriate interventions are in place based on baseline assessment of reading fluency in KS2. 2.8 Appropriate interventions are in place based on phonics assessment in KS1. 2.9 Back and forth talk across the curriculum and NELI engages boys in EYFS.	Ongoing	Class Teachers	Interventions are regularly reviewed for effective targeting. (See 2.1)	
Future Developments Over time, boys reading attainment increases to be more in line with national.	Autumn 2024 – Summer 2025	Equality Governor HT English Lead		



Northfield Primary and Nursery School Equality Objectives

<p>Equality Action Plan Rationale for Objective 3 There are a number of individuals at Northfield with a disability (including pupils, staff and other stakeholders).</p> <p>Pupils with SEND had a lower attendance in the 2022/23 academic year of 93.8% compared to 94.2% for all pupils.</p> <p>Pupils with SEND had higher levels of persistent absenteeism of 20.5% compared to 16.1% for all pupils in the 2022/23 academic year.</p> <p>Visitors to the school (including parents/carers) may have a disability or mobility issues.</p> <p>Protected characteristics covered: disability</p>	<p>Success Criteria</p> <p>Pupils with SEND have an improved attendance.</p> <p>Children with SEND (disability) will receive the opportunity to participate in school visits with support or adaptations where necessary.</p> <p>All pupils will know that disability is a protected characteristic.</p> <p>Through the curriculum, texts and assemblies, pupils will see disabled individuals that are positive role models.</p> <p>School events are fully accessible to all.</p> <p>School liaises with PDSS as and when required.</p>	<p>Governor Involvement</p> <p>Nominated link equality governor.</p> <p>Focused governor visits</p> <p>Attendance discussed at Strategic Development committee.</p> <p>Finance Committee (oversight of training & resource budget)</p>	<p>Monitoring & Evaluation Methods</p> <p>Pupil voice - SEND leader</p> <p>Health and Safety Governor Visits with site manager and members of Pupil Parliament.</p>	<p>Reporting Progress</p> <p>Head Teacher Report to Governors</p> <p>Site manager to HT/DHT (Health and Safety)</p>
<p>Objective To promote equality of opportunity for pupils and other stakeholders with a disability.</p>				
<p>Actions</p>	<p>Timelines</p>	<p>Staff responsible</p>	<p>Resources-Time/CPD</p>	<p>Resources-Financial</p>
<p>1.1 Engage in conversations with pupils and/or their parents/carers to help remove barriers for attendance.</p>	<p>Ongoing</p>	<p>SEND leader</p>		
<p>1.2 Develop knowledge and understanding that disability is a protected characteristic.</p>	<p>From Autumn 2023 onwards</p>	<p>All staff</p>	<p>Assemblies PSHE Talking Points texts Reading across the curriculum Visitors with disability Sports week – include disability sports eg wheelchair basketball</p>	<p>Budget for Sports Week from PE budget</p> <p>Budget to accommodate disabled visitors may be needed.</p>
<p>1.3 Ensure the school site is accessible for all.</p>	<p>Ongoing</p>	<p>Site Manager</p>	<p>Disabled toilets Ramps Special arrangements made for school performances where necessary. PEEPs in place for named individuals Liaising with PDSS where necessary. Remote meetings with stakeholders where appropriate.</p>	
<p>1.4 Ensure no barriers exist preventing SEND pupils from accessing the curriculum.</p>	<p>Ongoing</p>	<p>Class Teachers</p>	<p>Enrichment activities, including GLOW days School visits Tutoring</p>	<p>Budget for additional staffing if required.</p>
<p>1.5 Ensure no barriers exist preventing SEND pupils from accessing extra-curricular activities</p>	<p>Ongoing</p>	<p>SEND leader Office staff PE leader</p>	<p>After-school clubs Lunchtime clubs Breakfast club</p>	<p>Budget for additional staffing if required.</p>
<p>Future Developments Establishment of focus group to include representation from all stakeholder groups to further embed EDI across the whole school Develop a Diversity Champions Group</p>	<p>Autumn 2024 – Summer 2025</p>	<p>Equality Governor HT and VW</p>	<p>VW to research Diversity Champions</p>	