

Church Vale Primary School EQUALITY ACTION PLAN 2025 – 2028



Equality Action Plan Rationale for Objective 1:		Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
We need to ensure that the diversity in Britain is reflected inside school even though not representative in the local area. We have many books/images in school which are not always consistently used across our school. Protected characteristics covered: race/religion		There will be a range of visitors in school reflective of differing races and cultures. Curriculum mapping will be reviewed. Resources around the school reflect race/gender equality Staff will be more aware of the images/role models they are using Children will be able to talk about differences and similarities around religions they have studied.	Nominated link governor-environment walk Focused governor visits for pupil voice	Review of this action plan (termly) Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews. Through conversations with children (pupil voice questionnaires)	School SEF School Improvement Plan Head Teacher Report to Governors Link Governor Visits
Objective 1: To reduce prejudice and increase understanding of equality, diversity and inclusion more specifically an understanding of race equality by the whole school community including SLT, Governors, staff, pupils and parents					
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial	
1.1 Audit current resources/provision through our curriculum offer for each subject area with regard to the protected characteristics of race and religion	July 2025	Subject Leads	Staff meeting Subject Leader time	£0	
1.2 Consciously include key texts and lessons which challenge racial and religious stereotypes and are representative of modern-day society.	Spring 2025 onwards	All staff		£100 for any texts to be purchased	

1.3 Invite a range of visitors throughout the year to ensure this is reflective of the national picture	Ongoing	All staff		£500 from PP budget to have experiences and visitors
Future Developments Through the use of the Church Vale Charter gather stakeholder views Make links with religious buildings/speakers and workshop providers throughout Nottinghamshire	July 2025 July 2028	Link Governor HT		

Equality Action Plan Rationale for Objective 2 Our children do not have a secure knowledge of the British Values and Protected characteristics and don't understand why they are important to our everyday life. Protected characteristics covered All	Success Criteria Children will be able to talk about the BVs and PCs, will know how they relate to their own life and why they are important as a society Upper Ks2 will be able to describe the actual names and give examples of how this works in Church Vale The rest of the school will be able to use their appropriate words and talk about how it they work for Church Vale	Governor Involvement Nominated link governor- environment walk Focused governor visits for pupil voice	Monitoring & Evaluation Methods Review of this action plan (termly) Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews. Through conversations with children (pupil voice questionnaires)	Reporting Progress School SEF School Improvement Plan Head Teacher Report to Governors Link Governor Visits
Objective 2: To develop and deepen an understanding of the Protected Characteristics and the British Values throughout our school community.				
Actions	Timelines	Staff Responsible	Resources – Time/CPD	Resources - Financial
2.1 Develop the Church Vale Charter which encompasses BVs PCs and the	March 2025	All stakeholders	SLT/Staff meeting	Reproduction costs £500

Values of Church Vale and share with all stakeholders				
2.2 Ensure all children are familiar with the protected characteristics and British Values at their appropriate level and understand what they mean	March 2025	Teaching staff	Assembly time and PHSE time	£0
2.3 Ensure the Church Vale Charter displays reflect the words and meanings agreed and that children can describe them to another person/adult.	June 2025	Teaching staff	After school TA time once produced	£0
2.4 Link all rewards to good demonstration of the BVs, CVV, and PCs	Ongoing	All staff	Normal certificate process just always referring to which value it demonstrates	£0
2.5 Ensure staff are relating teaching and learning points back to the Charter/BVs and PCs	March 2025	Teaching staff	Learning walks by SLT or governors	£0
2.6 To utilise the 'Little People Big Dreams' books available in school to deliver and reinforce the importance of the Protected Characteristics and the British Values	Ongoing	Teaching staff	Learning walks by SLT or governors	£500
Future Developments Develop the Charter to include parents Build display to show what the words are, how they are demonstrated at our school	July 2026	Link Governor HT All staff		

Equality Action Plan Rationale for Objective We have children with mobility problems in our school and the building is not yet disabled friendly Protected characteristics covered: disability	Success Criteria Worked with PDSS and buildings department to make alteration to the physical building Work with parents and children to gain their insight into what will give their children equality in the building To look at the set up of classrooms to ensure that all children eg, neurodiverse, disabled, neurotypical are experiencing the best learning environment	Governor Involvement Nominated link governor-environment walk Focused governor visits for pupil and parent voice	Monitoring & Evaluation Methods Review of this action plan (termly)	Reporting Progress Head Teacher Report to Governors Link Governor Visits
Objective 3: To ensure future building projects improve access for all pupils and staff				
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
3.1 Plan for work to be done well in advance for the children moving through school and involve other agencies	March 2025	HT Senco	Release time	Financed by NCC
3.2 Share plans with the parent and child where appropriate	June 2025	Senco	Review meeting/ EHCP planning meeting	Already funded

3.3 Complete sensory audit of each classroom	April 2025	Senco and OTs	Release time for Senco	Funded through the PINS project
3.4 Purchase any other resources that would support the learning environment for children with a disability/neuro difference	April 2026	Senco	Will be identified after the audit	Depending on highlighted need Notionally £1500
Future Developments Classrooms will be disabled/ neurodiverse and neurotypical friendly through resources being built up. All audit actions will have been completed	April 2026	Senco		

J Yardley 2025