



Newstead Primary  
School

## Newstead Primary School Equality Objectives.



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<p><b>Equality Action Plan Rationale for Objective 1:</b></p> <p>We have an ethos that all are welcome in our school and we want to further embed this through our curriculum and non-curriculum activities.</p> <p><b>Protected characteristics covered:</b> All protected characteristics.</p>	<p><b>Success Criteria</b></p> <p>All members of our community feel safe and valued.</p> <p>Children will have a good understanding of the protected characteristics.</p> <p>Children and staff have a greater understanding of differences between themselves and others.</p>	<p><b>Governor Involvement</b></p> <p>Nominated link governor.</p> <p>Focused governor visits</p> <p>Finance Committee (oversight of training &amp; resource budget)</p>	<p><b>Monitoring &amp; Evaluation Methods</b></p> <p>Review of this action plan (termly)</p> <p>Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews.</p> <p>Through conversations with children (pupil voice questionnaires)</p>	<p><b>Reporting Progress</b></p> <p>School SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p>
<p><b>Objective 1: To continue to promote an inclusive school community where all feel safe and valued.</b></p>				
<b>Actions</b>	<b>Timelines</b>	<b>Staff responsible</b>	<b>Resources-Time/CPD</b>	<b>Resources-Financial</b>
1.1 Explicitly teach about the protected characteristics in an age-appropriate manner.	Autumn 2025 onwards	All staff	Staff meetings Assemblies	None
1.2 Ensure staff receive appropriate CPD to develop staff confidence. Ensure staff have a good understanding of the protected characteristics, current legislation and current issues.	From Autumn 2025	All staff	LA representative Staff meeting	LA cost for training
1.3 Audit current resources/provision through our curriculum offer for each subject area with regard to the	From Autumn 2025	Subject Leads	Staff meeting Subject Leader time	Time to complete audits.

protected characteristics of race and religion.				
1.4 Consciously include key texts in an assembly rota that will challenge protected characteristics.	From Autumn 2025	Equality subject lead	Change of assembly rota Staff meeting	Assembly rota Purchasing of Books / online resources.
1.5 Consult pupils regarding if they feel safe and valued.	Spring Term 2026	Equality Governor HT Pupil Parliament lead.	Focus group/survey. School Parliament meeting	None
1.6 Mark children's protected characteristics with events / days / workshops ie, mental health day, dyslexia awareness, National Autism day, ADHD awareness month.	From Autumn 2025	HT Mental Health Lead	Time within the curriculum. Staff meeting slots as required. Promotion on school website	Any financial purchases linked to provision during the themed days.
1.7 Development of school website to promote DEIB	From Autumn Term 2025	HT	Populate the website to promote DEIB	No additional website costs.
<b>Future Developments</b> Diversity Minister appointed within Pupil Parliament. More in depth pupil voice activities about protected characteristics.	From Summer 2026	Equality Governor HT Pupil Parliament lead	School Parliament meetings. Pupil voice activities.	None

<p><b>Equality Action Plan</b> <b>Rationale for Objective 2:</b></p> <p>We have an above average level of SEND learners within the school. We aim to further support these pupils through adaptive learning strategies.</p> <p><b>Protected characteristics covered:</b> Age and disability</p>	<p><b>Success Criteria</b></p> <p>The learning environment has been readapted to best support pupils.</p> <p>Resources are utilised appropriately to support pupils needs within lessons, with a particular focus on mathematics.</p> <p>Teaching and learning is adapted appropriately so that additional strategies which pupils with SEND may require are implemented.</p>	<p><b>Governor Involvement</b></p> <p>Nominated link governor.</p> <p>Focused governor visits</p> <p>Finance Committee (oversight of training &amp; resource budget)</p>	<p><b>Monitoring &amp; Evaluation Methods</b></p> <p>Review of this action plan (termly)</p> <p>Monitor curriculum/lesson plans ½ termly to ensure SEND learners adaptations are clear within lessons.</p> <p>Through conversations with children (pupil voice questionnaires)</p>	<p><b>Reporting Progress</b></p> <p>School SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p>
<p><b>Objective 2: To ensure teaching and learning strategies, practice and provisions are adapted appropriately to meet the needs of all learners.</b></p>				
<p><b>Actions</b></p>	<p><b>Timelines</b></p>	<p><b>Staff responsible</b></p>	<p><b>Resources-Time/CPD</b></p>	<p><b>Resources-Financial</b></p>
<p>2.1 Continue the CPD programme of improving teaching using the lesson protocols structure, particularly the teacher modelling to support pupils</p>	<p>Spring 2025</p>	<p>HT All Staff</p>	<p>Staff Meetings</p>	<p>None</p>
<p>2.2 Ensure staff have received CPD relating to the current needs of the children.</p>	<p>From Spring 2025</p>	<p>HT All Staff</p>	<p>INSET day Staff Meetings</p>	<p>INSET day costs</p>
<p>2.3 Optimum learning environments are modelled, adapted, shared and evaluated to provide consistency.</p>	<p>From Autumn 2024</p>	<p>HT All staff</p>	<p>Staff meeting Time to re-arrange rooms. Time to change to vinyl working walls.</p>	<p>Vinyl covering Washing lines / pegs Paint.</p>
<p>2.5 Adaptations to barriers have been identified and provision is in place for children with SEND. Adaptations show independence and achievement for SEND learners.</p>	<p>From Spring 2025</p>	<p>Equality Governor HT All staff SENCO</p>	<p>Staff meeting Learning walks Pupil voice</p>	<p>None</p>
<p>2.6 Pupil voice activities with identified pupils to seek thoughts and opinions of adaptive practise they experience.</p>	<p>From Summer 2025</p>	<p>HT SENCO</p>	<p>Pupil Voice Observations</p>	<p>None</p>
<p><b>Future Developments</b> Precise information passed on next year group teacher to ensure consistency of provision for each child identified.</p>	<p>Autumn Term 2025</p>	<p>Equality Governor HT SENCO</p>	<p>Staff meeting</p>	<p>None</p>

<p><b>Equality Action Plan</b> <b>Rationale for Objective 3:</b></p> <p>Good levels of attendance from SEND and Pupil Premium children compared to non-SEND and non-pupil premium are needed to ensure children meet the attendance expectations.</p> <p><b>Protected characteristics covered:</b> Disability</p>	<p><b>Success Criteria</b></p> <p>Attendance of children with SEND is in line with children who are non-SEND learners.</p> <p>Attendance of children in receipt of pupil premium is in line with children who are non-pupil premium.</p>	<p><b>Governor Involvement</b></p> <p>Nominated link governor.</p> <p>Focused governor visits</p> <p>Finance Committee (oversight of training &amp; resource budget)</p>	<p><b>Monitoring &amp; Evaluation Methods</b></p> <p>Review of this action plan (termly)</p> <p>Monitoring of attendance on a weekly basis.</p> <p>Attendance file.</p>	<p><b>Reporting Progress</b></p> <p>School SEF</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p>
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**Objective 3: To ensure attendance for groups of learners is in line with all other pupils in the school .**

Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
2.1 Monitor attendance data on a weekly basis for patterns and trends and against current national percentages.	Autumn 2024 onwards	HT	ScholarPack Attendance networks – LA training Monday pm – monitoring	Continued costs of subscription to ScholarPack.
2.2 Compare SEND vs Non-SEND data and Pupil Premium Vs Non-Pupil Premium data for comparisons.	Autumn 2025 onwards	HT	ScholarPack Monday pm – monitoring	Continued costs of subscription to ScholarPack.
2.3 Drill down into pupil-by-pupil data to identify patterns, trends, authorised and unauthorised absence.	Spring 2025 onwards	HT	ScholarPack Monday pm – monitoring	Continued costs of subscription to ScholarPack.
2.4 Conduct any parent conversations or attendance contract meetings in line with the schools attendance policy.	Autumn 2024 onwards	HT	ScholarPack Monday pm – monitoring	None
<p><b>Future Developments</b></p> <p>Consider fining pupils for 5 sessions of unauthorised absence.</p>	AutumnTerm 2025	HT Governing body	Governing Body Meeting	None