

Equality Action Plan January 2023

This plan is written annually

EQUALITY OBJECTIVE 1:

Through the curriculum children have a greater awareness and understanding of different cultures, beliefs and protected characteristics.

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs	Monitoring Person and Method	Notes on progress
Diversity consultant continues to review aspects of the curriculum based on Selby CP's design.	KB/SR	Sept 2019	annually	£1500	IC through School Development Plan	
Carlton Primary to use Karen Brooke's (Independent Diversity Consultant) reviews of Art, History and Geography when designing their one form entry curriculum.	JW	September 2022	July 2023	Time	SR/DB/JW through monitoring and subject review.	

EQUALITY OBJECTIVE 2:

To fully implement the JIGSAW PHSCE Scheme across trust schools.

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs	Monitoring Person and Method	Notes on progress
For Selby CP to monitor implementation of JIGSAW and ensure updates are shared with all staff. Catherine Cully to attend a JIGSAW beacon school and feedback any observations.	CC	Oct 22	July 23	Course costs	IC	
From September 2022, Carlton to launch and begin delivering the JIGSAW scheme of work. DB to input with staff. Teaching to take place in year groups, than in split classes to ensure age-appropriate learning. Specific interventions for some pupils who have gaps in the PHSCE learning.	DB	Sept 22	July 23	<ul style="list-style-type: none">• Staff meeting time• Support for staff.• Intervention for Y6 pupils who have knowledge gaps.	JW checking on implementation	

SET Leaders to develop a trust wide PHSCE policy moving forward which uses JIGSAW. Aligned to this will be a detailed assembly plan. This will cover main events as well as British Values.	JW/SR	Sept 22	July 23	<ul style="list-style-type: none"> • Time • Sharing with staff. 	IC	
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EQUALITY OBJECTIVE 3:

Further analysis of our trust's context.

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs	Monitoring Person and Method	Notes on progress
To provide an equality and diversity overview (pupil, staff, governor, trustees) for Governing Bodies and the Trust Board.	BT/Admin teams / TS	Feb 2023	July 2023	Time	IC	
To write the next equality action plan based on any outcomes of the analysis.	BT/JW/IC	Sep 2023	Dec2023	Time	Standards Committee	

Objectives to consider next year

The outcomes of the analysis which takes place in Spring/Summer 2023.