**Selby Educational Trust**

**Equality Action Plan**

**January 2024**

**This plan is written annually**

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| **EQUALITY OBJECTIVE 1:** |
| Through the curriculum children have a greater awareness and understanding of different cultures, beliefs and protected characteristics. |

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| **Actions to achieve the success criteria** | **Persons responsible for delivering the action** | **Start date** | **Finish date** | **Costs** | **Monitoring Person and Method** | **Notes on progress** |
| Unit plans within the curriculum are developed based on support/training from the Diversity Consultant. | Curriculum leads | Sept 2023 | annually | Time for developing plans. | Heads |  |

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| **EQUALITY OBJECTIVE 2:** |
| To fully implement the JIGSAW PHSCE Scheme across trust schools. |

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| **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 explore opportunities to develop a JIGSAW trust lead who will look at implementation across all schools in the trust. | Heads | Jan 2024 | Jan 2025 | Time to visit schools. | IC |  |
| 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 23 | July 24 | * Time * Sharing with staff. | IC |  |

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| **EQUALITY OBJECTIVE 3:** |
| Further analysis of our trust’s context. |

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| **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 2024 | July 2025 | Time and Every HR modules. | IC |  |
| To write the next equality action plan based on any outcomes of the analysis. | Trust leaders | Jan 2024 | Jan 2025 | Time | Standards Committee |  |

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| **Objectives to consider next year** |
| How schools can work more collaboratively across the trust to support each other’s needs. |