



St Mary's Primary School – Equality & Diversity Plan 2023-2026



Monitoring activities

Termly review meetings with SLT and Governor
Dec/ March/ July
Governors meetings
School Council
Annual Evaluation and review meeting
Parents questionnaires
Pupil Questionnaires
Informal feedback
Incident Log
Curriculum Planning
Feedback from other partners e.g. EWO

| Priority and Actions | Equality and Diversity Plan | | | Lead Responsibility | |
|--|--|-------------------------|---|---|--|
| Priority Area Ensure equality for all pupils and staff at St Mary's | Success Criteria All Governors, parents and staff aware of the Equality and Diversity Policy Pupils are making expected progress Monitoring shows pupils are accessing learning Building ensures safety at all times Policy written, in place and monitored | | | Evaluation | |
| Actions | Person/s Responsible | Start Date Completed by | Resources/ Finances | Monitoring and Activity Method & personnel | Success Criteria |
| Review Stockport generic policy for Equality and Diversity | Headteacher and working party of staff | Autumn 2023 | No cost Time implication | Termly through subject leader and staff feedback and observations | Final policy agreed and available on website and in school |
| Review, discuss and agree final Equality and Diversity Policy Copies of policy for all staff and parents made available | All teaching staff and Governors | Autumn 2023 | No cost Time - staff meeting Gov Body | Minutes of meeting and policy agreed and ratified | All pupils and staff working to policy |



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| Survey parents | Whole School - All staff | Autumn 2024 Autumn 2024 | No cost Time implication | Feedback and observation termly continuous | All pupils and staff working to policy |
| Staff to review their subject policies to include equality and diversity issues and comply with the Act | English, Maths, Science, ICT and DT) Geography, History, Art, Music, PE, RE PHSE + citizenship | Autumn term of 2023/24/25 academic year | Subject leader planning time | Summer term 2023/24/25 | All policies have a statement on equal opportunities/race equality issues |
| Review the curriculum to ensure it includes opportunities for diversity in schemes of work | All Co-ordinators and teaching staff | Autumn Term of 2023/2024 academic year | Subject leader time | Summer Term 2022 | All subjects to have identified and extended existing practise to provide a culturally diverse curriculum |
| Analysis of achievement of vulnerable groups | SENDCo/HT/class teachers | Termly pupil progress meeting time | Meeting time | All staff through assessment data and tracking | Pupils are making expected progress and intervention in place where needed |
| Review of extra curricular opportunities, breakfast club and lunchtime provision | HT Breakfast club leaders Teachers for extra curricular Midday supervisor | Autumn 2024/2025 | SLT time for those responsible | Termly monitoring meetings and feedback | All working inline with policy agreed |