



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	Success Criteria				Evaluation
Actions	Person/s Responsible	Start Date Completed by	Resources/ Finances	Monitoring and Activity Method & personnel	Success Criteria
Ensure equality for all pupils and staff at St Mary's	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				
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