

**Deer Park Primary School  
Equality Action Plan  
2023 – 2025**



<b>Equality Strand</b>	<b>Action/Objective</b>	<b>Lead person</b>	<b>Intended outcome</b>	<b>Timescale</b>	<b>Monitoring</b>
ALL	Ensure curriculum displays and enrichment activities promote role models and heroes that young people positively identify with and ensure these reflect diversity in terms of race, gender, sexuality and disability.		Links with local groups, visitors, enrichment activities and displays all promote positive role model images around school	Annually	Monitoring and recording of pupil attitudes and reactions through questionnaires, pupil voice and PSHE lessons.
Religion or belief Community Cohesion Race	Continue to recognise and mark events from other cultures/faiths represented in the school and the wider surrounding areas.	RW All staff	Children feel their culture and the culture of others is valued and respected and children learn about other cultures/faiths in the wider surrounding area.	Annually- Throughout the R.E curriculum, displays, and at least one whole school cultural day per year.	Pupil voice – knowledge and understanding of other cultures. Children show respect and tolerance for all other cultures and faiths and when opinions and beliefs differ from their own.
Disability	Ensure all teaching materials available in accessible formats for any children who may need it.	Class teacher SENDCo TAs	Adaptations are made to materials e.g., modified resources, support, staff, room usage etc	Ongoing	Monitoring to ensure all children are included without the classroom environment and can access the learning/curriculum.
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school.	AL Subject leaders Class teachers	More diversity within pupil voice groups and different groups in school are represented.	December 2022	Inclusion and Kindness ambassadors established alongside reading and maths. Pupils are comfortable to talk.
Gender Equality	Reflect positive role models within school, both male	AL	The curriculum is well thought out and	Ongoing	Pupil's awareness of role models from both genders

Race	and female and ensure the curriculum is not gender bias	Subject leads All	includes role models of both genders, including gender neutral.		increases. Activities and subjects do not hold a gender bias.
All	The school ethos promotes children and young people to seek help and support, ask age-appropriate questions about the body and sexual health without stigma and embarrassment.	GK All staff	Staff feel well supported by SLT and <b>PHSGE/RSE</b> lead deal with trickier areas and how to answer questions. List of age-appropriate words and phrases linked to stage of school. Making period products available.	July 2023	Pupils feel comfortable to speak openly about the body and sex/sexuality without fear of stigma or embarrassment.  Parents understand age-appropriate behaviours and curriculum content so are prepared for conversations with their children.
Disability Equality	Ensure that school is accessible for children/parents/staff with disabilities and other SEND needs.	AI SENDCo Govs All staff	Adjustments to school be will made as needed (see accessibility plan)	Ongoing (see accessibility plan)	Children/staff/parents with disabilities and /or other SEND needs enjoy full access to the curriculum/workplace/school.