



Single Equality Scheme Action Plan

2026/2027

R –Race	A-Age
D-Disability	R/B-Religion or Belief
G-Gender	CC-Community
SO-Sexual Orientation	Cohesion

Action Planned to Meet Statutory Duty/ Equality Legislation							Planned Outcome	Planned Actions	Timescale	To be Actioned By	Monitored by
R v	D v	GV	S O v	Av	R/Bv	CC v	All staff aware of Single Equality Scheme and raised awareness of responsibilities	- Regular safeguarding meetings. - Annual staff meeting to review the Single Equality Scheme	Ongoing Next review 2026/7	HT SLT Safeguarding Team	HT SLT
R	D	G	S O	A	R/B	CC v	Pupils are taught British Values throughout the curriculum of democracy ,	- Ensure the school's policy on British Values is shared with staff, parents and pupils. - Encourage children to understand the importance of laws and rules that govern the class, school or country are consistently reinforced through our behaviour policy and through school assemblies. - Enable pupils to distinguish right from wrong and to respect the civil and criminal law of England through discussions in class, assemblies and School	Ensure that classes know how to use their reps appropriately and that they	HT SLT Key Stage Leaders School Council	HT SLT



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the rule of law
and Individual
Liberty.

- reinforced through our behaviour policy and through school assemblies. Enable pupils to distinguish right from wrong and to respect the civil and criminal law of England through discussions in class, assemblies and School Council.

Encourage pupils to accept responsibility for their behaviour, show initiative and to understand how

they can contribute positively to the lives of those living and working in the locality of the school and

- to society more widely.
Enable pupils to develop their selfconfidence, self-knowledge and self-esteem through PSHCE.
- Develop children's understanding of democracy by allowing pupil to have the opportunity to have their voices heard through school council and pupil questionnaires.

are ambassadors
for their class

Single equality
staff meeting to
be included 26-
27



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							Ensure that when relevant we are expressing our British Values .Use a display board to remind pupils			
R V	D G	S O	A	R/ B	CC	Pupils gain a greater awareness of racial diversity through curriculum & extend learning opportunities to develop their tolerance of those of different faiths and	- Review the curriculum content across the school as policies are reviewed Assemblies, lessons and resources to continue to provide opportunities for children to learn about racial & cultural diversity other than their own. They will also include discussions involving prejudices. - Implement “current affairs” discussion at age appropriate levels. - All staff to have regular Prevent training - Racist incidents to be logged on Cpoms	Jan 24 Sept 23 ongoing	HT DHT Key Stage Leaders	HT DHT



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							beliefs and mutual respect.				
R	D	G	S	A	R/	CC	Pupils gain a greater awareness of mutual respect between women and men, girls and boys	Promote equal possibilities for both boys and girls through the curriculum and have equal expectations of each gender in terms of progress and attainment within the curriculum. Broaden the horizons of both boys and girls through discussion of career prospects for all children without discriminating between boys or girls. Don't support gender stereotyping.	ongoing	HT DHT Key Stage Leaders	HT DHT
R	D	G	S	A	R/	CC	To identify trends in attainment and progress across the school of different groups of pupils.	- Regular analysis of internal data - Analyse end of year data to identify trends Secure action planning to address and narrow gaps	Three times a year October, January and June	HT DHT Key Stage Leaders Teachers	HT DHT



							To narrow any gap in attainment between genders.				
R	D	G	S	A	R/	CC	To ensure that the building is accessible to all pupils. Promote positive attitudes towards peoples disabilities	- Regular environment audits to ensure that the building is accessible for children who attend the school with disabilities. School council to undertake environment checks in order to encourage collective responsibility - Ensure that the entrance of the school including the car park is accessible to those with disabilities.	Annually	Estates Manager Site manager SBM	HT
R	D	G	S	AV	R/	CC	All policies reviewed and updated procedures audited, in light of the	Continue to review all current policies	Ongoing	HT DHT	HT
							Equalities Act 2010 and KCSIE 2018				

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R v	D v	G v	S O	AV	R/ BV	CC	Establish profile of job applicants to identify if any positive action is required to attract underrepresented groups	• Monitor job applicants for all posts Collate equality information from applicants • Adhere to the safe recruitment policy	ongoing	HT DHT SBM	HT
R v	D v	G v	S O v	AV	R/ BV	CC v	All staff to promote inclusive and collaborative ethos. To challenge inappropriate language and behaviour and	• All staff to understand and adhere to the staff/Ad Astra Code of Conduct. • All staff to understand the requirements of the single equality scheme in relation to their role in school and the expectation of their contribution to the inclusive and collaborative ethos that the school promote.	ongoing	HT DHT All Staff	HT



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							respond appropriately to incidents of harassment	_____ _____ _____			
							and discrimination.				