



Ravenshead C of E Primary School
Equality Action Plan – 2025/ 2026

Objectives:

1. To narrow the gap in academic performance between boys and girls.
2. To increase understanding and appreciation of different cultures and faiths among all children.
3. To reduce the number of reported incidents of bullying related to race, disability, or sexual orientation.

Objective 1: To narrow the gap in academic performance between boys and girls.				
Rationale for Objective 1	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
Our recent OFSTED inspection (March 2022), highlighted that reading beyond phonics is not fully sequenced, which may disproportionately affect boys who are underperforming. School improvement priorities include improving times tables teaching and embedding a curriculum that is impactful and engaging for all learners, which supports narrowing the gender gap in maths and writing outcomes. This addresses advancing equality of opportunity and fostering good relations by	- Improved times tables fluency for boys as shown by assessments - Increased engagement in times tables activities - Targeted boys show measurable progress in writing assessments - Reduction in attainment gap for writing - Positive behaviour incidents related to engagement in writing and maths increase - Boys report higher confidence in	September 2025 – Allocate a Governor to be the ‘Equality Governor’ Governor to monitor progress on action plan and report back at termly Strategic Development meetings.	Review of this action plan (termly) End of term PPMs (Pupil Progress Meetings) Termly data analysis	School improvement Plan HT Report to Governors Link Governor visits

encouraging boys to explore a wide range of activities and roles, supporting the school’s Christian values of kindness, courage, and respect.		these subjects in pupil voice surveys - Positive feedback from parents and governors - Improved reading engagement as measured by reading logs and teacher observations			
Protected characteristics covered					
Sex					
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial	
Review and sequence the reading curriculum beyond phonics to ensure clear progression	Termly	English Lead	English scheme	£1000	
Introduce boys’ reading groups and book clubs with texts appealing to boys’ interests	Ongoing	English lead	Engaging books	None – library	
Provide staff training on engaging boys in reading and monitoring progress	Ongoing	English lead	Staff Meeting time	None	
Monitor boys’ reading attainment termly and adjust support accordingly	End of term PPMs	Head Teacher	Summative assessments	None	
Embed consistent teaching strategies for times tables across all year groups	End of term PPMs	Maths lead	White Rose/ NCETM	£200	
Identify boys underperforming in writing	End of term PPMs	Head Teacher	Insight	£1000	

and provide tailored interventions				
Encourage boys to take on leadership roles such as worship leaders and well-being ambassadors	Ongoing	Class teachers	None	None
Child-Friendly Objectives				
We want to help boys enjoy reading more and get better at it by choosing books they like and making reading fun. We want to help boys get better at writing and times tables by giving them special help and fun ways to learn. We want everyone to feel they can try anything at school and be leaders.				
Impact Statement				
By successfully completing these objectives, Ravenshead C of E Primary will see a significant narrowing of the academic achievement gap between boys and girls, particularly in reading, writing, and maths. Boys will be more engaged and confident learners, benefiting from a curriculum that meets their needs and interests. The school culture will be more inclusive and supportive, challenging outdated gender stereotypes and encouraging all children to participate fully and take on leadership roles. This will enhance the school's Christian values of kindness, hope, courage, and respect, fostering a nurturing environment where every child can thrive academically, socially, and emotionally. Ultimately, this will contribute to improved life chances for all pupils, in line with the school's vision and the expectations of the OFSTED framework and the Equality Act 2010.				

Objective 2: To increase understanding and appreciation of different cultures and faiths among all children.				
Rationale for Objective 2	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
In a diverse society, fostering an understanding of different cultures and faiths is essential for cultivating an inclusive environment. This aligns with our school's Christian values of Kindness, Hope, Courage, and Respect, ensuring that all children feel valued and respected regardless of their background.	Audit completed and areas for improvement identified. At least one trip per year group to a place of worship or cultural centre. Increased representation of diverse cultures and faiths in library and reading materials. All teaching staff have received training on teaching about diversity and inclusion.	September 2025 – Allocate a Governor to be the ‘Equality Governor’ Governor to monitor progress on action plan and report back at termly Strategic Development meetings.	Review of this action plan (termly)	School improvement Plan
Protected characteristics covered			Book Looks Pupil Voice	HT Report to Governors Link Governor visits
Race Religion or belief			Long term planning CW feedback	
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
Conduct a audit of the current curriculum to identify opportunities to incorporate more diverse cultural and	Autumn Term	Curriculum Lead	Curriculum documents, staff input	Release time for Curriculum Lead

religious content. Audit which different religions are celebrated in school.				
Develop a programme of Collective Worships (CW), workshops, and visiting speakers that celebrate different cultures and faiths represented in the school and local community.	Ongoing	RE/ CW Lead	Contacts with local faith/cultural groups, CW/workshop planning time	Parental contributions to workshops/ trips
Organise school trips and visits to places of worship, cultural centres, and community events to broaden children's experiences.	Ongoing	Educational Visits Coordinator	Risk assessments, parental consent	Funding for trips
Ensure the school library and reading materials reflect a diverse range of cultures, faiths, and backgrounds.	Ongoing	English leads	Funding for new books, time to review and update library	£500 – library rental subscription
Provide training for staff on how to effectively teach about different cultures and faiths, and how to create an inclusive classroom environment.	Ongoing	CPD Lead	External training providers, staff meeting time	£200 CPD

Child-Friendly Objectives

We want to help you learn more about the different cultures and religions in our school and community. We will:

- Have special assemblies and workshops where you can learn about different cultures and faiths.
- Take you on trips to places of worship, cultural centres, and community events so you can experience them firsthand.
- Make sure the books in our library and the things you read show people from lots of different backgrounds.
- Help your teachers learn how to teach you about diversity and make sure everyone feels included.

Impact Statement

By successfully completing these objectives, Ravenshead C of E Primary will be a more inclusive and welcoming environment for all children, regardless of their cultural or religious background. Children will have a greater understanding and appreciation for the diversity within their

school and local community, fostering respect, empathy, and positive relationships between all pupils. This aligns with the school's Christian values and will contribute to the development of well-rounded, globally-minded citizens who are prepared for life in modern Britain.

Objective 3:

To reduce the number of reported incidents of bullying related to race, disability, or sexual orientation.

Rationale for Objective 3	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
Under the Equality Act 2010, schools have a statutory duty to eliminate discrimination, harassment, and victimisation based on protected characteristics, including race, disability, and sexual orientation. Setting a clear objective to reduce incidents of bullying in these areas demonstrates our commitment to fulfilling these legal obligations and ensuring a safe environment for all children.	Updated anti-bullying policy in place, with clear procedures for addressing bullying related to protected characteristics. All staff trained and confident in identifying and responding to incidents of bullying related to protected characteristics Robust system in place for recording and monitoring incidents, with clear reporting and analysis procedures	September 2025 – Allocate a Governor to be the ‘Equality Governor’ Governor to monitor progress on action plan and report back at termly Strategic Development meetings.	Review of this action plan (termly) CPOMS logs Policies	School improvement Plan HT Report to Governors Link Governor visits
Protected characteristics covered				
Disability Gender reassignment Race Sex Sexual Orientation	Increased awareness and understanding among the school community, and regular feedback gathered to inform ongoing improvements			

	Reduced incidents of bullying related to protected characteristics, and improved outcomes for children involved in incidents			
Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
Review and update the school's anti-bullying policy to explicitly address bullying related to protected characteristics	Autumn Term	Headteacher, DSL	Existing anti-bullying policy, Equality Act 2010 guidance	None
Provide staff training on recognising and responding to incidents of bullying related to protected characteristics	Autumn Term	DSL	Training materials, external expertise (if needed)	None
Implement a system for recording and monitoring incidents of bullying related to protected characteristics	Ongoing	DSL, SLT	CPOMS	£500
Engage with the school community (parents, pupils, and local organisations) to raise awareness and gather feedback on addressing bullying related to protected characteristics	Spring Term	Headteacher, DSL, SLT	Communication channels, engagement activities	None
Implement targeted interventions and support for children involved in incidents of bullying related to protected characteristics	Ongoing	Inclusion Team, SENCO	Nurture lead, external agencies	£500 – resources for Nurture rooms
Child-Friendly Objectives				
1. We will make sure everyone in our school feels safe and respected, no matter their race, disability, or who they love. 2. We will learn how to spot and stop bullying that is about someone's race, disability, or who they love.				

3. We will work with our families and the community to make our school a place where everyone is treated kindly

Impact Statement

By successfully completing these objectives, Ravenshead C of E Primary will create a more inclusive and supportive environment for all children, regardless of their race, disability, or sexual orientation. The school will have a clear and effective system for addressing incidents of bullying related to protected characteristics, and staff will be equipped to recognise and respond to such incidents. The school community will have a shared understanding and commitment to eliminating discrimination and fostering good relations between people with different protected characteristics. This will contribute to the school's overall goal of reducing the number of reported incidents of bullying related to race, disability, or sexual orientation, and help to ensure that all children feel safe, respected, and able to thrive at Ravenshead C of E Primary.