



Eardisley CE Primary School Equalities Action Plan 2023-25

Link to Public Sector Equality Duty	Protected characteristic Aim:	Objective:	Target group(s): e.g. whole school, girls, boys, SEN, staff etc	Action	Who's responsible?	Milestone/progress:
ALL	ALL	To increase pupil, staff and governors' awareness of legal duties around equality and what this looks like within the work context. For all stakeholders to understand what is meant by For all stakeholders to understand what is meant by a protected characteristic	ALL	For all stakeholders to understand what is meant by a protected characteristic	Bridget Knight	All stakeholders will be able to confidently name the 10 protected characteristics within the Equality Act 2010
ALL	ALL	To ensure changes to the use of support staff are well considered and managed to ensure good outcomes for children with SEND or vulnerable to	For all pupils to be appropriately challenged and engaged through wellplanned and managed classroom support	Staff to be aware of children vulnerable to under achievement and to reflect this in their planning of TA support, adapting this to the needs of their class	Bridget Knight Teaching staff – monitored by SENDCO	All groups of children will have made adequate progress (as defined by SEND code of practice) in all subjects, and to reached good attainment in reading, writing and maths
ALL	ALL	To ensure that recruitment strategies encourage applications from those who reflect the diversity of our country across all protected characteristics.	Recruitment and retention strategies reflect protected characteristics in relation to race, gender and disability	Ensure the removal of the final section, around medical need, disability or ethnicity before the applications are sent to those who are interviewing applicants in order to reduce unconscious bias	Bridget Knight Governors	Shortlisting on the basis of the quality of the personal statement alone