



Equality Objectives for St Mary's C of E Primary School

Action Plan for Equality Objectives 2025-2028

Objective 1: Enhance pupils' understanding and appreciation of different cultures, faiths, and protected characteristics through a well-planned and inclusive curriculum.

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Review the curriculum visions to explicitly include learning about different cultures, faiths, and protected characteristics, ensuring links to SMSC and British values.	Curriculum Lead & Subject Leaders	Curriculum planning time, diversity-focused teaching resources, training materials	Autumn 2025	<ul style="list-style-type: none"> - Curriculum maps show clear inclusion of cultural diversity and equality themes - Lesson plans reflect diverse perspectives - Pupils can articulate learning about different cultures and protected characteristics in surveys or discussions
Provide staff training on delivering inclusive lessons that promote equality and diversity.	Headteacher & SENCO	External trainers, online training modules, staff meeting time	Academic year 2025-26	<ul style="list-style-type: none"> - All teaching staff complete training - Staff feedback shows increased confidence in teaching equality topics
Incorporate books, stories, and materials from a range of cultures and	Class teachers & English lead	Diverse book collections, funding for new resources	Ongoing, reviewed termly	<ul style="list-style-type: none"> - Library and book corners contain diverse resources - Pupils regularly engage with diverse



faiths into classroom and library resources.				materials as observed in reading logs and classroom feedback
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Objective 2: Promote positive attitudes and respectful behaviour towards diversity and difference within the school community, embedding the school’s values of love, justice, and respect.

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Embed equality and diversity themes in collective worship, reflecting the school’s Christian values and the St Mary’s Way.	Headteacher & RE Lead	Worship plans, guest speakers, faith resources	Ongoing	<ul style="list-style-type: none"> - Assemblies regularly include themes of respect and equality - Pupils demonstrate understanding of values in behaviour and discussions
Develop protected characteristics and British value links into the spirituality offer across school. Make use of picture news resources to support with this.	PSHE lead	Picture News, Spirituality policy	Ongoing	<ul style="list-style-type: none"> -Spirituality books show the discussions around PC and BV -Pupils are able to discuss PC and BV as part of pupil voice conversations.
Provide opportunities as part of an ‘enrichment offer’ to provide additional experiences for pupils that develop awareness and appreciation for a range of protected characteristics. I.e Inclusive sports, places of worship.	SENCO, class teachers, PE lead	Staff time, enrichment budget	Autumn 2025 plans shared	<ul style="list-style-type: none"> - Establishment a comprehensive enrichment offer - Offer is known and understood by all stakeholders -Pupils and parents are able to articulate the offer



Objective 3: Increase engagement with parents, carers, and the local community to broaden pupils' experiences and understanding of cultural diversity and equality issues.

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Develop communication channels (newsletters, website, social media) to share information about equality initiatives and celebrate diversity.	Office Manager & Headteacher	Website updates, newsletter templates	Ongoing	<ul style="list-style-type: none">- Regular updates published- Increased parental engagement and awareness
Partner with local organisations (e.g., cultural groups, disability equality groups) to provide workshops or talks for pupils and staff.	Inclusion Lead	Contacts with local groups, funding for visits	6-12 months	<ul style="list-style-type: none">- At least two partnerships established- Pupils and staff participate in workshops and provide positive feedback

Impact Statement

Upon successful completion of these equality objectives, St Mary's C of E Primary School will be a more inclusive and welcoming environment where every child feels valued and respected regardless of their background or characteristics. Pupils will have a deeper understanding and appreciation of different cultures, faiths, and protected characteristics, aligned with the school's Christian values of love, justice, and respect. This will foster a positive school culture with reduced incidents of discrimination or bullying and improved social cohesion.

The curriculum and wider school life will reflect the diverse society beyond our rural village setting, broadening pupils' horizons and preparing them to be compassionate, informed citizens. Stronger partnerships with parents and the local community will enrich pupils' learning experiences and reinforce the school's commitment to equality. Overall, these steps will contribute to improving pupils' spiritual, moral, social, and cultural development, supporting the school's vision that every child will grow and flourish into the very best they can be.