

Equality Action Plan

Equality Action Plan Rationale for Objective 1: To have a curriculum that enables pupils to have a secure knowledge of a range of faiths and cultures found in modern British Society. Protected characteristics covered: Race / Religion Breakdown of religions In KWS: 23.55% stated a religion 47% - no religion 29.15% blank Sikh 0.25% Hindu 0.5% Muslim 0.5% Christian 22.25%	Success Criteria Children in all year groups will have increased opportunities to develop a strong sense of their identity and the potential for prejudice-based bullying will be effectively addressed Stereotypes will be challenged. Staff will be more aware of antiracism, unconscious bias and curriculum content and resources will be more inclusive/representative Children will know about and value each other’s cultures and religions		Governor Involvement Focused governor visits linked to SDP FGB (oversight of training & resource budget)	Monitoring & Evaluation Methods Review of this action plan (termly) Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews. Through conversations with children (pupil voice questionnaires)	Reporting Progress School SEF School Improvement Plan Head Teacher Report to Governors Link Governor Visits
Objective 1: To have a curriculum that enables pupils to have a secure knowledge of a range of faiths and cultures found in modern British Society.					
Actions	Timelines	Staff responsible	Resources-Time/CPD		Resources-Financial
1.1 Ensure staff receive appropriate CPD to develop staff confidence, on teaching about different religions. Ensure staff have good understanding of protected characteristics of religions, current legislation, current issues and the agreed RE syllabus	Autumn 2026	VD/LW/JL	Staff meeting Subject Leader time		Budget to be identified for staff meetings
1.2 Audit current resources / provision through our curriculum offer for each subject area regarding the protected characteristics and religion.	Autumn 2026 (with some audits taking place during curriculum development Spring 2027)	Curriculum leads Teaching staff	Staff meeting Subject Leader time		Budget to be identified for resources
1.3 Explicitly teach about the protected characteristics about religion in age-appropriate manner.	Autumn 26 onwards	Teaching Staff	Staff meeting Subject Leader time		Budget to be identified for resources
1.4 Consciously include key concepts that will provide children with the knowledge of different religions.	Autumn onwards	Teaching staff	Planning time – Teaching staff		Staff meetings

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1.5 Consult pupils of different faiths to ascertain if they feel safe and valued.	Autumn onwards	JS	Focus group/survey School Parliament meeting	
1.6 Mark children's protected characteristics of their religion with events, days and workshops.	All year	Teaching staff	Arbor data Assembly timetable	
1.7 Development of school website to promote DEIB.	Autumn 2026	JS	Lead Time	
Future Developments Establishment of focus group to include representation from all stakeholder groups to further embed EDI across the whole school Develop a Diversity Champions Group	Autumn 2026 – Summer 2027	Equality Governor HT JS	Assembly time	

Equality Action Plan Rationale for Objective 2	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
To increase the whole school's understanding of fundamental British Values.	Stereotypes will be challenged around Staff will be more aware of unconscious bias and curriculum content and resources will be more inclusive/representative through training and research	Nominated link governor- equality & inclusion Focused governor visits Finance Committee (oversight of training & resource budget)	Review of this action plan (termly) Monitor curriculum/lesson plans ½ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews Through conversations with children (pupil voice questionnaires)	School SEF School Improvement Plan Head Teacher Report to Governors Link Governor Visits
Objective 2 To increase the whole school's understanding of fundamental British Values.				
Actions	Timelines	Staff Responsible	Resources – Time/CPD	Resources - Financial
2.1 Refresh the school behaviour policy through the lens of British rule of law, mutual respect and tolerance	Summer 2026	SLT	Staff meetings x 2	Budget to be identified for staff meetings
2.2 Restructure the school Council Framework into a fully democratic pupil parliament.	Autumn 2026	HH Curriculum leads	Assembly	Budget to be identified for resources
2.3 Implement a weekly structured current affairs assembly to develop critical thinking and respectful expression.	Summer 2026 onwards	All staff	Assembly	Budget to be identified for resources

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2.4 Audit the literacy/curriculum resources against the protected characteristics and British Values to ensure diverse representation.	Autumn 2026 (with some audits taking place during curriculum development Spring 2027)	Equality Governor - Ruth Maddison SLT	Focus group/survey Pupil parliament Diversity Champions	Time out of class for Lead to audit
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Equality Action Plan Rationale for Objective 3: To close the attendance gap between disadvantaged cohorts and non-disadvantaged peers, ensuring all student groups have equitable access to learning.	Success Criteria Attendance improves Pupil voice shows increase in well being for disadvantaged pupil Parent engagements	Governor Involvement Attendance Governor link involvement	Monitoring & Evaluation Methods Monitor systems Look for improvements in trends Pupil voice surveys	Reporting Progress School SEF School Improvement Plan Head Teacher Report to Governors Link Governor Visits
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Objective 3: To close the attendance gap between vulnerable groups and peers, ensuring all student groups have equitable access to learning.

Actions	Timelines	Staff responsible	Resources-Time/CPD	Resources-Financial
3.1 Raise the profile of attendance with Parents and pupils across the school	Autumn 2026 onwards	HT Admin	Letters	
3.2 Rigorous system in place for monitoring, every child will be tracked	Autumn 2026 onwards	HT Admin	Weekly review by admin	
3.3 Incentives given for attending – 1 point earned for each session attended and point accrued and redeemed at half termly points in the year	Autumn 2026 onwards	HT Admin	Kirkby Kiosk Tokens	Prizes
3.4 High profile in assembly with whole school celebration, 'The bee attend dance' when children hit the 96%.	Autumn 2026 onwards	SLT	Assembly rota Assembly planned themes Bee dance KWS attendance song	
3.5 Soft start offered to vulnerable pupils when deemed necessary	Autumn 2026 onwards	HT	Breakfast - fruit/cereal	Cereal
3.6. Parental engagement through training, support groups for vulnerable groups	Autumn 2026 onwards	JR	Staffing Room	Cover
3.7 Attend Attendance network, DFE Rise course	Autumn 2026 onwards	HT Admin	Attendance at courses	Cost of course