

# EQUALITY ACTION PLAN 2022-2025

Equality Outcome	Issue to address	Activities	Staff responsible	Time	Success Criteria
All 9 characteristics	Do our partners and places where children/students engage in learning outside our buildings have an Equality Policy? (Wheels 4 All, Rag Tag Atrs, Beaumont College, Tebay services etc)	Audit of external providers and them having a policy.  Charlotte B to circulate a letter asking for this	FZ/REW/CB	Autumn 2022	We will have full list of places with policies.  Any establishment that doesn't have one will be supported/challenged to create one.
	Staff knowledge and understanding of the 9 characteristics and discrimination  Staff to understand the recent law change on indirect discrimination. This means that we should be challenging inappropriate language or we can be held to account	CPD delivery in Carousel training to highlight the 9 characteristics and highlight law change.	FZ	Autumn 2022 at whole school meeting	Staff will feel more comfortable with the notion of the 9 characteristics and challenge their own practice.
	More knowledge/discussion about the issue of equality and how we address it at school	Equalities group set up to meet twice a year to look at policy/action plan/issues	FZ/REW	Spring 2022	Staff feedback and opinions sought via the optional group.
	Support in pregnancy	Factsheets and support and guidance for any pregnant staff to be shared.	CB	Autumn 2022	Pregnant staff will feel empowered and understand their rights and responsibilities better.

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Disability Equality	Developing consistent use of strategies which support the communication of students with ASD Embed the use of visuals to support freedom of expression and lack of inequality.	TLR's to embed practice and share knowledge and support.	JM/ AR all staff	Ongoing	Visuals used consistently well. Frustrations and poor behaviour decrease as students are more able to regulate and communicate.
		Look at NAS accreditation	LDP group- JM	Summer 2023	Understanding of the steps needed to gain the accreditation
Gender Equality					
Sexuality Equality	Pupils developing confidence in relation to their sexuality.	Sex and Relationships education to devote adequate time to consideration of same sex relationships	Class teachers	Ongoing work	Pupils can see that same sex relationships happen and are a possibility.
	Relaunching of the So Safe programme	So Safe CPD for staff  Embedding the delivery of the programme	KBumby/ RC/ Karen B	Spring 2023	All classes have embarked on delivering the programme.
<i>Menopause</i>	Understanding of the Menopause and how it affects many staff and therefore all staff.	Writing and publication of Menopause policy. Sharing advice and support to all staff	REW/CB	Autumn 2022	Women going through he menopause will be able to be understood and have reasonable adjustments made to support them.
Age Equality					

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Religion/belief equality					
Good Relations policy	Ensure our community knows of the work of the school, views it positively and approaches to school for support are met.	Promote effective publicity- Facebook, Westmorland Gazette, website. Deputies support KCP and SLF SENCO/SLRP groups. EIP project to be of high quality	SLT, class teachers	Ongoing work	The school profile is positive, all contacts give positive feedback.
Intersectionality research	Further understanding of the issues faced by people who may be discriminated against in more than one of the characteristics.	Further research into the issues that are faced by people who are challenged in more than one other characteristic.	FZ	Ongoing	Staff understanding of the issue raises better access to opportunities and removes barriers.