

Name of Academy: Kingsham Primary School

Date: 10th January 2023

Period: Jan 2022 – Jan 2023

This Action Plan forms part of the Kingsham Primary School's Equality, Diversity and Inclusivity Policy.

Monitoring the impact of this policy will help highlight any differences between pupils/students and staff from different protected groups and decide if any further action will be necessary to meet particular needs and to improve the performance and attendance of pupils and welfare of staff from different groups in our commitment to the equality and diversity agenda, creating an inclusive environment.

Objective 1
Ensure a diverse range of themes in the curriculum as well as visitors come to the school to give the children a broad view of British culture and life in modern multi-cultural and multi-faith Britain.
Rationale for this objective
To ensure children have a deeper understanding of people beyond their community.
Actions required to achieve objective
<ul style="list-style-type: none">• Ensure children are reading the texts set out in our diverse Reading curriculum to promote discussion and reflection on a range of diversity.• Ensure the assembly timetable covers a range of topical themes which introduce children to life in modern Britain as well as exploring the UN Sustainable Development goals to give a truly global perspective.• Ensure the Topics and Opportunities for RE, PSHCE reflect a range of school visitors to celebrate a range of religious festivals and visits to a places of worship from different global religions.
How success of the objective will be measured
<ul style="list-style-type: none">• Subject audits• AIP visits

- Governor visits

Timeframe outline

- Reading curriculum on the website by Easter 2022.
- Termly subject audits to show improvement and impact.

Objective 2

Investigate ways of attracting greater diversity to the school workforce.

Rationale for this objective

The workforce of the school is predominantly female and white British.

Actions required to achieve objective

- Discuss with the Trust HR department to investigate ways of attracting greater diversity.
- Consider our website and marketing.
- Review our job adverts and job profiles.

How success of the objective will be measured

- A more diverse range of applicants will be seen for positions in the school.

Timeframe outline

- Review Jan 2023

Progress against Objectives

Objective 1:

Review Date:	Summary	Impact
<p>Ensure a diverse range of themes in the curriculum as well as visitors come to the school to give the children a broad view of British culture and life in modern multi-cultural and multi-faith Britain.</p>	<ul style="list-style-type: none"> • Ensure children are reading the texts set out in our diverse Reading curriculum to promote discussion and reflection on a range of diversity. ACHIEVED • Ensure the assembly timetable covers a range of topical themes which introduce children to life in modern Britain as well as exploring the UN Sustainable Development goals to give a truly global perspective. ACHIEVED • Ensure the Topics and Opportunities for RE, PSHCE reflect a range of school visitors to celebrate a range of religious festivals and visits to a places of worship from different global religions. PARTIALLY ACHIEVED – Further work to ensure even more visits and visitors. 	<ul style="list-style-type: none"> • Children’s reading material now reflects the diversity in our world so that discussions in class can centre around the diverse themes in the literature. Reading curriculum is on the website. • Assemblies cover all of the UN Sustainable Development Goals throughout the year. Children’s curriculum makes links to the UN Sustainable Development Goals so that children are beginning to understand the global dimension to their learning and what they can do at a local level to impact global issues. • Parents and carers have been invited into school to discuss their own faiths and assemblies have invited children to reflect on a range of religious celebrations.

Objective 2:

Review Date:	Summary	Impact
Investigate ways of attracting greater diversity to the school workforce.	<ul style="list-style-type: none">• Discuss with the Trust HR department to investigate ways of attracting greater diversity. PARTIALLY ACHIEVED• Consider our website and marketing. Review our job adverts and job profiles. PARTIALLY ACHIEVED	<ul style="list-style-type: none">• Job adverts have been updated. Diversity of gender is always considered when deciding on the interview panel. The workforce at Kingsham Primary School has become more diverse but the workforce remains predominantly female and white British. We will continue to work with the Trust to pursue greater diversity in our workforce.

Signed: 
Headteacher

Date: 10th January 2022

Review Date: 24th October 2023.