





## Gateway Primary School Policy Cover Sheet

<b>Policy Name:</b>	<b>Equality Plan</b>
<b>Adopted at / by:</b>	<b>FGB</b>
<b>Signed on behalf of the Governing Board</b>	
<b>Name:</b>	<b>Kevin Moyes</b>
<b>Date:</b>	<b>March 2025</b>
<b>Signed on behalf of Headteacher:</b>	pp. 
<b>Name:</b>	<b>Kayleigh Anstee</b>
<b>Date:</b>	<b>March 2025</b>
<b>Review period:</b>	<b>4 year</b>
<b>Date of next Review</b>	<b>March 2029</b>

## Equality Plan March 2025

To be reviewed [March 2026](#), [March 2027](#), [March 2028](#), [March 2029](#)

This Plan should be read in conjunction with:

- the Equality, Equity, Diversity and Inclusion Policy
- the Whole School Data Overview which includes Attainment and Progress Data
- the School Development Plan

This Plan is subject to change where and when needs are identified.

We are required:

- to publish equality Information – to demonstrate compliance with the general duty across its functions (we will not publish any information that can specifically identify any child).
- to prepare and publish equality objectives, which we interpret as this Plan.

The school has the following overarching objectives:

- Ensure new pupils and families, taking up places in our expanding school, settle quickly and feel part of the school family; and importantly their needs are recognised and met.
- In an area of limited cultural diversity, ensure all pupils experience and understand multi-cultural Britain.
- Ensure our school ethos of a ‘inspiring curious minds’ remains strong.

Target	Action	Monitoring	Who?
When inducting new arrivals, ensure a clear understanding of cultural background, religion and language.	<p><b>Gather Key Information</b></p> <ul style="list-style-type: none"> <li>• Hold a welcome meeting/telephone call with the pupil and their family to understand their cultural background, religion, and language needs.</li> <li>• Provide a questionnaire (translated if necessary) to collect details about dietary requirements, religious practices, and preferred language support.</li> <li>• Assign a designated staff member or mentor to assist with the transition.</li> </ul> <p><b>Provide Language Support</b></p> <ul style="list-style-type: none"> <li>• Offer translated materials for school rules, timetables, and key policies.</li> <li>• Arrange for an interpreter if needed during the induction process.</li> <li>• Pair new pupils with bilingual buddies where possible.</li> </ul> <p><b>Respect Cultural and Religious Needs</b></p> <ul style="list-style-type: none"> <li>• Ensure that religious observances (e.g., prayer times, fasting periods) are respected and accommodated.</li> <li>• Provide suitable meal options in the canteen that respect dietary requirements.</li> <li>• Educate staff and pupils on cultural sensitivity and inclusion.</li> </ul> <p><b>Facilitate Social Integration</b></p>	<p>Review of applications and initial documents.</p> <p>Feedback from new parents.</p> <p>Feedback from new pupils.</p>	KA/SG/TS

	<ul style="list-style-type: none"> <li>• Assign a peer buddy to help the new pupil navigate the school environment.</li> <li>• Encourage participation in clubs, extracurricular activities, or cultural exchange programmes.</li> <li>• Organise an introduction session where new pupils can share aspects of their culture if they feel comfortable.</li> </ul> <p><b>Train Staff on Cultural Awareness</b></p> <ul style="list-style-type: none"> <li>• Provide teachers with training on cultural competence and inclusive teaching strategies.</li> <li>• Encourage staff to be patient and mindful of different communication styles.</li> <li>• Create a supportive classroom environment where differences are acknowledged and valued.</li> </ul> <p><b>Regular Check-Ins &amp; Support</b></p> <ul style="list-style-type: none"> <li>• Schedule follow-up meetings to ensure the new pupil is settling in well.</li> <li>• Offer pastoral support or additional help if needed.</li> <li>• Involve parents in the transition process and keep them informed about their child's progress.</li> </ul>		
<p>Ensure the school environment and curriculum promotes equality and diversity.</p>	<p><b>1. Inclusive Policies &amp; Practices</b></p> <ul style="list-style-type: none"> <li>• Develop and enforce anti-discrimination and anti-bullying policies.</li> <li>• Ensure all students have equal access to school resources, activities, and facilities.</li> <li>• Provide accommodations for students with disabilities or special needs.</li> </ul> <p><b>2. Diverse &amp; Representative Curriculum</b></p> <ul style="list-style-type: none"> <li>• Integrate diverse perspectives in teaching materials, including different cultures, genders, and abilities.</li> <li>• Challenge stereotypes and biases in textbooks and classroom discussions.</li> <li>• Celebrate cultural and historical events from various backgrounds.</li> </ul> <p><b>Fair &amp; Unbiased Treatment</b></p> <ul style="list-style-type: none"> <li>• Train teachers to recognize and address unconscious bias.</li> <li>• Enforce equal disciplinary measures for all students, regardless of race, gender, or background.</li> <li>• Provide equal opportunities for leadership roles in school activities.</li> </ul> <p><b>Support for Underrepresented Groups</b></p>	<p>RSE and RE lead to monitor plans and outcomes.</p> <p>Monitor staff training records/meeting schedules and minutes.</p>	<p>HC/JG KA/SG</p>

	<ul style="list-style-type: none"> <li>• Establish student-led diversity and inclusion groups.</li> <li>• Offer mentorship programs for minority and disadvantaged students.</li> <li>• Provide language support for students with limited proficiency in the primary language of instruction.</li> </ul> <p><b>Parental &amp; Community Engagement</b></p> <ul style="list-style-type: none"> <li>• Involve parents from all backgrounds in school decision-making.</li> <li>• Partner with community organizations that promote equality and diversity.</li> <li>• Provide resources and workshops for parents on fostering inclusive attitudes at home.</li> </ul>		
<p>Help our children to understand others and value diversity.</p>	<p><b>Integrate Diversity into Learning</b></p> <ul style="list-style-type: none"> <li>• Use books, films, and lessons that showcase different cultures, traditions, and perspectives.</li> <li>• Encourage discussions about stereotypes and biases in a safe and open manner.</li> </ul> <p><b>Promote Inclusive Social Interactions</b></p> <ul style="list-style-type: none"> <li>• Encourage group projects with mixed teams to foster friendships across different backgrounds.</li> <li>• Teach multiple languages or offer language appreciation activities.</li> </ul> <p><b>Teach Empathy and Respect</b></p> <ul style="list-style-type: none"> <li>• Help children understand different perspectives.</li> <li>• Read and discuss stories that emphasise kindness, fairness, and acceptance.</li> <li>• Teach conflict resolution skills that encourage respectful communication.</li> </ul> <p><b>Celebrate Differences in a Positive Way</b></p> <ul style="list-style-type: none"> <li>• Acknowledge and celebrate cultural and religious festivals from various traditions.</li> <li>• Display diverse artwork, quotes, and stories around the school to represent different identities.</li> <li>• Encourage children to share their personal experiences and traditions in class.</li> </ul> <p><b>Lead by Example</b></p> <ul style="list-style-type: none"> <li>• Teachers and staff should model inclusive behaviour and language.</li> <li>• Address discriminatory remarks or actions immediately and constructively.</li> </ul>	<p>Pupil voice across the curriculum.</p> <p>Monitor behaviour logs and CPOMs for any racial incidents.</p>	<p>Subject leaders</p>

	<ul style="list-style-type: none"> <li>Reward and praise acts of kindness, inclusivity, and respect among students.</li> </ul> <p><b>Involve Families and the Community</b></p> <ul style="list-style-type: none"> <li>Host multicultural events that involve parents and community members.</li> <li>Encourage families to share their traditions and experiences with the school.</li> <li>Provide workshops for parents on raising children with an appreciation for diversity.</li> </ul>		
<p>Support children and families with PP.</p>	<p><b>Identify Individual Needs</b></p> <ul style="list-style-type: none"> <li>Collect teacher assessment data to understand each pupil's academic, social, and emotional needs.</li> <li>Hold discussions with teachers, parents, and the pupil to identify barriers to learning.</li> <li>Regularly review progress and adapt support accordingly.</li> </ul> <p><b>Provide Targeted Academic Support</b></p> <ul style="list-style-type: none"> <li>Offer small-group or one-to-one interventions in literacy and numeracy if needed.</li> <li>Provide high-quality teaching with differentiated learning strategies.</li> </ul> <p><b>Improve Wellbeing and Pastoral Care</b></p> <ul style="list-style-type: none"> <li>Provide access to emotional support/nurture sessions if needed.</li> <li>Offer breakfast clubs to ensure pupils start the day well-nourished and ready to learn.</li> <li>Encourage participation in extracurricular activities to boost confidence and social skills.</li> </ul> <p><b>Support Enrichment and Wider Opportunities</b></p> <ul style="list-style-type: none"> <li>Subsidise trips, music lessons, and after-school clubs to ensure equal access to opportunities.</li> <li>Provide necessary learning resources, such as books, uniforms, or technology, to reduce financial barriers.</li> </ul> <p><b>Engage Parents and Families</b></p> <ul style="list-style-type: none"> <li>Run workshops to help parents support their child's learning at home.</li> <li>Maintain regular communication with families to build strong relationships.</li> <li>Provide information about additional support services, such as food banks or community programmes.</li> </ul> <p><b>Monitor and Evaluate Impact</b></p>	<p>Monitor impact on outcomes through PPM discussions.</p> <p>Review and monitor the tracking of PP funding.</p>	<p>SLT</p>

	<ul style="list-style-type: none"><li>• Track progress using data and adjust support as needed.</li><li>• Ensure funding is used effectively, with clear evidence of its impact.</li><li>• Share best practices among staff to continuously improve support strategies.</li></ul>		
--	---	--	--