

Ludham Primary School and Nursery



Single Equality and Disability Plan 2021 - 2024

If you would like this information in an alternative format that would better suit your needs (eg easy to read, large print, Braille, audio or would like the contents to be explained to you in your language please contact our school office on 01692 678293 or email office@ludham.norfolk.sch.uk)

C.A. Wallaighy 5/7/21



Our Single Equality and Disability Plan states what our school does to ensure that every child and their family has access to services and can have a good quality of education regardless of who they are.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations to age (as appropriate), disability, ethnicity, gender (including issues of transgender), maternity and pregnancy, religion and belief and sexual orientation. Our school policies reflect the requirements of the Education and Inspections Act 2006 to promote community cohesion. We also recognise these duties reflect international human rights standards as expressed in the UN Convention of the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

It is our responsibility to ensure that everyone has access to the best services and opportunities available. Parents, governors and members of the school community may have suggestions about how we can improve what we do even further and we appreciate feedback.

Our priority is to reduce inequality and to narrow the gap between the experiences of different groups within our community. The Single Equality Plan helps us to meet our legal responsibilities and shows how we eliminate discrimination, advance equality and foster good relations. The Single Equality Plan covers all members of the community. It fulfils an important legal requirement, and demonstrates our commitment to be a strong and cohesive school community in which everyone can flourish.

Norfolk Insight (<https://www.norfolkinsight.org.uk/>) provides information on the profile of Norfolk and our Local Authority ward.

Who is the plan for?

The plan is about equality for everyone but there are some groups, often in the minority in society, who tend to bear the brunt of discrimination or who are unintentionally excluded through no fault of their own They can be:

People of any race or ethnicity
 People of any sexual orientation
 People of any gender
 People of any religion or belief
 People who are disabled
 People of any age

Our plan makes sure that everyone can:
 Have an equal chance of working in school if they want to.
 Access to services and information they need.
 Have a say in school issues and how the school is run.

What have we achieved so far?

- Race Equality:
 - There have been no racist incidents during the past two years. PSHE lessons seek to address issues of racism. Any incidents are taken very seriously and a log is available for these.
- Gender Equality:
 - Our curriculum is carefully designed to reflect the interests of our pupils – both boys and girls. Differences in attainment between boys and girls is monitored.
- Disability Equality:
 - We have worked to increase staff awareness and skills relating to pupils with complex needs through training.
- Religion/Belief:
 - Children of all religions have displayed willingness to share their beliefs and practices in a positive way. The school has adopted the new Norfolk Agreed RE Syllabus (2019).

Ludham Primary School and Nursery Equality Plan 2021-2024

Action	How will impact be measured	People responsible for implementing	Timescale	Success criteria
Ensure that displays in classrooms and corridors promote and reflect diversity in terms of race, gender and ethnicity.	HT and governor monitoring. Increase in pupil positive identity.	Class teachers	Ongoing	Diversity reflected in school displays across all year groups.
Promote the Equality Plan through the school website,	Questions about the Equality Plan in parent/carers survey	Head teacher	Annually. (By end of summer term 2021,	Raised awareness of Equality Plan by staff and parents/carers

newsletter and staff meetings.			2022, 2023)	
Hold pupil progress meetings and look at ways to narrow gaps in learning. Monitor and analyse pupil achievement across school.	Pupil Asset data in reading, writing and maths	HT SENDCO Class teachers	Annual report	Analysis shows that gaps are narrowing.
Encourage opportunities for pupils to take on responsibilities, and positive roles in school.	School Council discussions, pupil surveys,	HT Class teachers School Council	Annually (July)	Shared goals, values and respect opportunities for 'pupil voice' to be heard.
Ensure that the curriculum promotes role models, speakers, heroes which reflect the school's diversity.	Increase in pupil confidence and participation of minority groups. Audit of participation in clubs/activities. Seek opportunities to celebrate diversity.	HT Class teachers	Annually (July)	Diversity reflected through work and displays across all year groups.
To ensure all staff are aware of pupils' needs and disabilities.	Regular meetings with SENDCO to review and update relevant information.	HT SENDCO Class teachers TAs	Ongoing	Raised awareness of pupils' needs and disabilities and ways to meet these needs.