



Diversity and Equality Action plan (2023 - 2026)

INTENT: To acknowledge, celebrate and understand the cultural diversity of Homerswood Primary and Nursery School's community

- Raising awareness of diversity
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities

Implementation	Protected characteristic	General duty	Responsibility	Impact	Review
Ensure all children are represented throughout the curriculum and especially in books	Age, gender reassignment, disability, race (including colour, nationality, ethnic or national origin), religion or belief, sex.	Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the equality act.	HT/Governors/Subject Leaders	All children have a sense of belonging and identity	Annually
To promote understanding and awareness of the	Age, gender reassignment, disability, race (including		SLT	Shared knowledge of culture in the world and mutual respect	Weekly/Monthly

<p>world through Assemblies e.g Votes for Schools/language of the month</p>	<p>colour, nationality, ethnic or national origin), religion or belief, sex.</p>	<p>Advance equality of opportunity between persons who share the relevant protected characteristic and persons who do not share it.</p>		<p>shared</p>	
<p>To gather more information about our families and their cultures (bring in an item from their culture/heritage/dress in traditional religious clothing, traditional food)</p>	<p>Race (including colour, nationality, ethnic or national origin), religion or belief</p>	<p>Foster good relations between persons who share a protected characteristic and those who do not.</p>	<p>SLT/Class Teachers</p>	<p>Create a closer home school link. All cultures and religions in our school are celebrated by all</p>	<p>Termly</p>
<p>To promote pupils' understanding and awareness of the protected characteristics through a rich range of experiences both in and beyond the school.</p>	<p>Age, gender reassignment, disability, race (including colour, nationality, ethnic or national origin), religion or belief, sex.</p>		<p>HT/SLT/ Governors/ Staff</p>	<p>Opportunities for promotion are identified in long term plans for both subjects and the school. Theme weeks are planned and delivered. Literature, displays and learning resources reflect the protected characteristics. Collective worship is used as an opportunity to celebrate festivals of a range of cultures and countries.</p>	<p>Annually</p>

<p>Raise the attainment of disadvantaged children so that the gap between these children and non-disadvantaged children is closed</p>	<p>Age, gender reassignment, disability, race (including colour, nationality, ethnic or national origin), religion or belief, sex.</p>		<p>HT/SLT/ Governors/ Staff</p>	<p>The gap between the attainment of disadvantaged and non disadvantaged children is reduced at the end of KS1 and KS2.</p>	<p>Annually</p>
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