



Equality Objectives Statement Action Plan

DOCUMENT ORIGINS			
Organisation	Old Basford School	Version Date	Autumn Term 2025
Owner	Laura Duffin	Approved by (if applicable)	Governing Body
Next review date	Autumn Term 2026	Approval date	14 th October 2025

DOCUMENT VERSION HISTORY		
Revision date	Author of changes	Summary of changes
Autumn Term 2025	Laura Duffin	No updates
Autumn Term 2024	Laura Duffin	New policy

Main Equality Objective: To eliminate discrimination, harassment and victimisation we will continue to oppose all forms of prejudice for any protected characteristic.

Dealing with prejudice					
Identified or possible concern	Equality objective	Actions for improvement,	Staff responsible	Success criteria	Review
Racist incidents in school	To ensure pupils understand why racist comments/incidents are wrong; are appropriately sanctioned if they are perpetrators; and are supported if they are victims.	To improve teaching around prejudice and bullying, with racism specifically being addressed To improve training for staff in how to handle incidents of racist bullying and support victims	The headteacher and all staff.	The number of prejudice-related incidents of racist bullying will decrease significantly.	To be reviewed termly and reported to governor's half termly
Homophobic incidents in school	To ensure pupils understand why homophobic comments/incidents are wrong; are appropriately sanctioned if they are perpetrators; and are supported if they are victims.	To improve teaching around prejudice and bullying, with homophobic specifically being addressed To improve training for staff in how to handle incidents of homophobic bullying and support victims	The headteacher and all staff.	The number of prejudice-related incidents of homophobic bullying will decrease significantly.	To be reviewed termly and reported to governor's half termly

Celebrating diversity

Identified or possible concern	Equality objective	Actions for improvement,	Staff responsible	Success criteria	Review
All children feeling represented within schools displays	To ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability.	To ensure all staff understand how to represent pupils within displays To ensure online platforms for displays are inclusive	All staff	More diversity reflected in school displays and materials for lessons across all year groups	Termly learning environment SLT monitoring
All children's cultures and religions are acknowledged	To celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities	To ensure the programme of assemblies is organised and special days celebrated. Visitors from different groups to enhance the curriculum and broaden the children's understanding of the local and global community. To ensure Cultural Diversity day is celebrated annually	SLT RE Leader PSHE Leader	All pupils having an opportunity to talk about and celebrate their culture and/or religion.	Curriculum leader review of planning

Facilitating equality in the workplace

Identified or possible concern	Equality objective	Actions for improvement,	Staff responsible	Success criteria	Review
Unfair recruitment processes	To ensure all recruitment is in line with The Equality Act 2010 and Keeping Children Safe in Education 2024	At least 2 members of the interview panel have up to date 'safer recruitment' training At least 2 references per shortlisted applicant are requested	Headteacher Chair of Governors	The school staff are representative of all groups	Staffing structure shared with governors annually Safer recruitment training completed by

		All applications are read, reviewed and scrutinise based on the job and person specification			relevant staff/governors
Staff appraisal process	To ensure targets set are in line with the School Development plan To follow the Staff appraisals policy and Pay policy	All staff have targets that are suitable for their role within school All staff have termly meetings to allow for open discussions, any issues to be raised and discussed	SLT Governors	All staff have an opportunity to have their voice heard through the appraisal process. Staff development and training sessions support appraisal targets	Termly meetings with line manager HT report to the pay committee annually
Unfair recruitment processes	Encourage a diverse workforce and ensure everyone has access to opportunities	Actively seek candidates from diverse communities or underrepresented groups.	SLT Governors	Promote/offer support/training/leadership advancements to employees at all levels. Ensure those from diverse backgrounds can build on skills needed to be successful.	Annual analysis of staff demographics
Create an inclusive culture	Ensure policies, procedures and processes are fair for all groups and do not discriminate	Ensure language used in policies is natural and does not inadvertently favour one groups over others.	SLT Governors Policy authors/holders	Periodically review procedures and processes to ensure they remain relevant, inclusive and free from discrimination.	All policies reviewed in line with timescale recommendations
Enabling representation					
Identified or possible concern	Equality objective	Actions for improvement,	Staff responsible	Success criteria	Review
All children having the opportunity to attend a	To ensure opportunities arranged within school have an appropriate balance of all groups	Ensure all clubs/sporting events are accessible to all pupils with improved rates of participation	Head teacher PP leader/Inclusion lead PE leader	By Year 6 all pupils have been given the chance to attend a sports club	Annual review of representation

sporting club or represent school in a sport	particularly in sporting events	in clubs where there is a stereotypical association.	Governors	By Year 6 all pupils have been given the opportunity to represent school in sport	
All pupils being able to engage with the school curriculum and wider curriculum	To ensure all pupils are actively involved in school activities.	Ensure the curriculum and wider curriculum are accessible to all pupils	Head teacher PP leader/Inclusion lead Curriculum leader Governors	Pupil voices shows that all pupils are given equal opportunities within the curriculum	Annual review of curriculum planning

Supporting inclusion

Identified or possible concern	Equality objective	Actions for improvement,	Staff responsible	Success criteria	Review
All children having an education to meet their needs	To ensure all pupils learning needs are met	Clear criteria for entry and exit to The Willow (Enhanced provision) SEND monitoring register to allow pupils to be reviewed for individual needs Individual Pupil Support plans reviewed and updated termly	SENDCO Teacher TAs CAs	All pupils make progress within their educational journey that is appropriate to their ability	Termly assessments Termly pupil data review meetings Parent meetings with those pupils who have HLN/EHCP

Additional equality objectives

Identified or possible concern	Equality objective	Actions for improvement,	Staff responsible	Success criteria	Review
All children being able to attend school	To ensure the attendance of all pupils is at 96%	Half termly attendance analysis, including groups	Attendance lead Headteacher Assistant Headteacher – Development leader	All pupils attendance is as high as it can be based on individual circumstances	Individual attendance improvement – termly and annually

		Monitoring of attendance based on groups Interventions for any pupil who needs			Whole school attendance improvement – termly and annually
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