

## Boxgrove Primary School Equalities Action Plan 2024 - 2027

Equality Strand	Equalities Issue	Action	How the impact will be monitored	Person responsible for implementation	Time frames	Expected Impact
All	Ensuring the equalities policy is embedded across the school community	Publish and promote the school action plan through web site, newsletter and PDM's	Add questions to annual surveys to establish awareness and understanding	Headteacher	As soon as Policy is agreed by trustees	<p>All staff are familiar with the principles of the equality plan and use them to underpin planning and teaching</p> <p>Pupils have an increased awareness of equality</p> <p>Parents are aware of the practice and purpose that underpins the equality policy</p>
Gender	Fewer boys are reaching Good Level of Development in English at the end of EYFS	<p>Provision planning to promote reading and writing in areas of provision boys typically engage in e.g. `Construction, Physical etc</p> <p>Texts and topics selected that promote boys engagement</p>	<p>Observations</p> <p>In year assessment</p> <p>End of year data</p>	EYFS Leader	Spring 2027	A rise in the number of boys reaching GLD in English at the end of EYFS

		Focused groups to development fine motor skills				
Sexual orientation	Need to develop understanding of same sex relationships	Staff INSET  Develop pupils understanding of relationships  Sharing information with parents and carers	Behaviour logs  Observations	Inclusion Leader	Summer 2027	A greater understanding reduces incidents of homosexual labels being used in a derogatory way
Religion	Increased incidents of Islamophobia within the local community	Review of SRE & RE curriculum to focus on topics and similarity of religions moving away from region-based topics  Increase understanding of Islam  School visits to mosque's to increase understanding  Challenging negative statements of parents and children	Observations  Increased engagement within RE learning  Behaviour logs	Headteacher PSHE & RE lead	Summer 2027	Improved knowledge empowers greater understanding of all religions and cultures.