

Richard Avenue Primary School
Single Equality Scheme Action Plan (Objectives) 2023 – 2024

The 9 protected characteristics of inclusion are:

- age
- gender reassignment
- pregnancy and maternity
- religion or belief
- sexual orientation
- disability
- marriage and civil partnership
- race
- sex
- RAPS also include community cohesion

RACE EQUALITY Ensure that a range of cultures are promoted throughout the curriculum.	HT, EG, subject leaders	Summer 2023	<ul style="list-style-type: none"> ● Ensure the curriculum continues to provide opportunities to learn about different cultures within the UK and globally. 	Curriculum plans reflect race and equality awareness.
RACE EQUALITY Ensure race equality is adhered to during the recruitment process.	HT, business manager, gov	Ongoing	<ul style="list-style-type: none"> ● All staff members involved in new recruitment to be mindful of race equality during all stages of the recruitment process. 	New recruitments are made with race equality.
DISABILITY EQUALITY Promote a range of disabilities in order to break down barriers of perceptions.	HT, all staff	Ongoing Autumn 2023	<ul style="list-style-type: none"> ● PSHE planning to include opportunities to discuss disabilities with the children. ● Whole school Children In Need event to provide opportunity to discuss disabilities with the children and carry out an act of kindness by fundraising. ● Inviting visitors into school who have a range of disabilities. 	Celebrate inclusion through lessons, assemblies, whole school events.
GENDER EQUALITY Ensure gender equality is adhered to during the recruitment process.	HT, business manager, gov	Ongoing	<ul style="list-style-type: none"> ● All staff members involved in new recruitment to be mindful of gender equality during all stages of the recruitment process. 	Newly appointed staff made with gender equality.
GENDER EQUALITY Continue to create engaging learning opportunities to promote achievement of both boys and girls, with the	HT, KS leads, teachers	Autumn 2023, Spring 2024 Summer 2024	<ul style="list-style-type: none"> ● Subject leaders/class teachers ensure lessons are engaging and topics/texts are appropriate to both boys and girls. 	Planning, book scrutinies and lesson observation indicate learning opportunities are engaging for all pupils.

overall aim of closing the attainment gap.			<ul style="list-style-type: none"> Data analysis throughout the year identifies good progress being made by both boys and girls. 	Attainment gap between boys and girls is closing.
SEXUAL ORIENTATION Ensure Sex and Relationship Education recognises and addresses a range of family structures.	PSHE lead	Summer 2024	<ul style="list-style-type: none"> PSHE lead to monitor lessons to provide a range of diverse family structures to appropriate year groups. 	Children in both key stages learn about a range of family structures.
RELIGIOUS BELIEF Ensure all religious beliefs are tolerated and respected amongst children and staff.	HT, all staff	Ongoing	<ul style="list-style-type: none"> Staff induction process to raise awareness of sensitivity towards diverse religious beliefs. Issues that arise between children are dealt with quickly and effectively. RE lessons to provide opportunities for all children to learn about a range of religions and their beliefs, promoting respect for all throughout. 	Both children and adults within school demonstrate respect for all religious beliefs. RE planning, book scrutinies and lessons obs. Show evidence of a range of religions and beliefs being taught.
RELIGIOUS BELIEF Promote a range of religions within school through celebrations.	HT, all staff	Ongoing	<ul style="list-style-type: none"> Whole school focus on celebrations for a range of religious festivals across different faiths and beliefs, drawing on the knowledge and experience of our children. 	As a school, we celebrate a range of religions together.
AGE Ensure recruitment process is not discriminative of age.	HT, business manager, gov	Ongoing	<ul style="list-style-type: none"> All staff members involved in new recruitment to be mindful of age discrimination during all stages of the recruitment process. 	Employment law adhered to.
COMMUNITY COHESION To embed British Values throughout the curriculum	EG, all staff	Ongoing	<ul style="list-style-type: none"> SLT/LM to ensure British Values have been incorporated in new subject leaders plans. Class teachers to promote British Values through their lessons where appropriate. 	British Values embedded in the curriculum.