



Townley Primary School and Nursery Equality objectives statement action plan

Dealing with prejudice					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
Recent Prejudice-related Incident Reports have indicated that racist comments have been used by a minority of children.	To ensure pupils understand why racist comments 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 – this will be done via PSHE.	The headteacher and PSHE teachers.	The number of prejudice-related incidents of racist bullying will decrease significantly.	To be reviewed in the Spring and Summer terms.
Celebrating diversity					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
The school's environment does not have a diverse range of backgrounds	To ensure that the school celebrates a diversity	To diversify teaching around diversity to ensure children are exposed to diversity through literature across different subjects	The headteacher and PSHE teachers.	The school's teaching on diversity will continue to cover key information already established in the curriculum.	To be reviewed in the next Autumn term.
Facilitating equality in the workplace					

Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
There are few staff who have a disability as positive role models for the school community	To ensure the school's HR procedures do not inadvertently discriminate against staff with disabilities.	To review how the school advertises to ensure potential applicants with disabilities feel able to apply for roles at the school	The governing body and HT.	The school's HR procedures will be adapted to ensure that applications are received from a wide range of applicants.	To be reviewed at the end of the Summer term.
Enabling representation					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
No actions currently required					
Supporting inclusion					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
No actions currently required					