

Cardinal Road School Equal Opportunities Action Plan 2024-2025



Equality Strand	Action	Success criteria	By whom	Time	Achieved/Success
All	To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in data that require additional support.	Pupil achievement for equality groups above national average, and where there are gaps these are narrowed through effective monitoring and intervention.	SLT GB	Termly	Termly analysis
All	To ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability.	More diversity reflected in school displays and materials for lessons across all year groups	SLT School staff	Display Boards Agreed change dates	School Expectations
Racial Equality Duty	To identify, respond and report racist incidents as outlined. To report the figures to the Governing body on a termly basis.	Staff, parents and pupils are happy with the effectiveness of response given by Teaching staff /SLT. Staff followed guidance consistently and effectively as outlined above. Governors are informed regularly of any recorded incidents regarding the equality groups. Nil	Head Teacher School staff (monitored by SLT)	Governors Report	On governor's Monitoring Overview

		reporting is consistently challenged.			
Gender Equality Duty	To ensure opportunities arranged within school have an appropriate balance between girls, boys and transgender	Equal representation / opportunities for boys and girls. Clubs are accessible to boys and girls with improved rates of participation in clubs where there is a stereotypical association.	SLT, School staff,	Termly	Follow School Policy
Disability Equality Duty	To ensure pupils with a disability are actively involved in school activities eg clubs. To ensure there is effective transition between classes and schools.	Pupils with a disability are participating in extra-curricular activities. Pupils, parents and staff have opportunities to meet and discuss relevant issues before commencing a new school year.	SLT, SENDCO	Termly	SENDCO Monitoring
Community Cohesion	To celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities	A programme of assemblies 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. COVID-19 guidance will be adhered to and we will be as creative as the guidance allows	SLT, RE Leader, PSHE Leader, Geography Leader and school staff.	Termly	Scrutiny of Planning Curriculum Offer