

Name of Academy: Langstone Primary Academy

Date: January 2024

Period: 2024 - 2027

This provisional Action Plan forms part of the Langstone Academy's Equality, Diversity and Inclusivity Policy. It outlines the approach the school will take to evaluate practices (equality analysis) and implement an action plan driven by stakeholders' views.

Monitoring the impact of this policy will help highlight any differences between pupils/students and staff from different protected groups and decide if any further action will be necessary to meet particular needs and to improve the performance and attendance of pupils and welfare of staff from different groups in our commitment to the equality and diversity agenda, creating an inclusive environment.

Objective 1
<b>To consult with all stakeholders to evaluate EDI practices at Langstone and evaluate their effectiveness in the curriculum</b>
Rationale for this objective
This will enable us to be reflective and inclusive of all groups in our approach
Actions required to achieve objective
Questionnaires will be created specific to the group to collate views, evaluate and identify future actions subject leaders review EDI in their subject
Staff:
<ul style="list-style-type: none"> <li>· Create a safe space for staff (child free staffroom) – achieved in both keystages</li> <li>· Promote and encourage a positive culture between all staff which celebrates hard work and being excellent everywhere</li> </ul>

Pupils:

Staff were consulted during an INSET day about how to create a positive culture.

How success of the objective will be measured

The school will have a robust analysis of the evaluative questionnaires – data analysed

Actions will be clearly linked to evaluation – achieved

Subject Leaders will clearly demonstrate how their subject promotes and teaches about Equality, Diversity and Inclusivity – PDM about curriculum focus

Exit survey results and analysis will show improved results - evidence

Timeframe outline

Subject Leaders will have reflected by July 2024 on their Standards Reports; parents will be provided with a questionnaire in Autumn Term 2024 resulting in further development by Jan 2025

Objective 2

**To ensure wider curriculum opportunities and school policy reflects our culture of Equality, Diversity and inclusivity**

Rationale for this objective

This will ensure that the ethos of the school is clearly presented and taken to all areas of learning

Actions required to achieve objective

- Identification of events in the wider curriculum (GH/ CK)

- Curriculum statement will reflect EDI culture explicitly – SW AND SB
- Improve experiences/1st hand visitors for minority (marginalized – less evident in curriculum cycle) religious groups – SW To find out what religions and ethnicities we have in our school
- Curriculum focus through the PSHE curriculum to develop school wide understanding of the cultural make up of the school. – SB discuss with MB and EJ
- Groups developed to share first hand experiences in P4C sessions and relational circles (deliberate and well thought out questions) – SB discuss with EJ and MB
- Make use of relational practice to develop adult understanding of day to day lives of all pupils as well as enabling pupils to feel they can talk to adults. – relational inset (Needs to be revisited)

How success of the objective will be measured

The school will have a wider curriculum map with explicit references to EDI – introduced in PDM

Policies explicitly reference EDI where appropriate – decide which policies

Exit survey show an increase in the number of children feeling represented through their learning and school experience This to include religion.

Timeframe outline

Completed by July 2025 and reviewed July 2026,

Objective 3
<b>To ensure Equality, Diversity and inclusivity is highly visible and shared with the wider community</b>
Rationale for this objective
This will ensure that the ethos of the school is apparent to all stakeholders and that parents feel fully included
Actions required to achieve objective
<ul style="list-style-type: none"> <li>• Curriculum Lead to update wider curriculum document with relevant learning activities around EDI</li> <li>• Holistic Care Lead to review the section on the website to share relevant learning and events - SW</li> </ul> <p>EDI visible on relevant displays for subjects – SB to consider how</p>
How success of the objective will be measured
<p>Parents will be questioned annually on things such as EDI and the response compared to a benchmark measure – SB and SW discuss with new head</p> <p>School will explore methods of increasing visibility of EDI across the shared communities – SB and SW whole staff involvement, discuss with new head</p>
Timeframe outline
<p>Parent questionnaire - Autumn 2024 and annually thereafter.</p> <p>EDI focus built into ongoing curriculum development discussions for subject leaders (see PDM schedule for years beginning 2023 - 2024)</p> <p>Invite external visitors to assist in evaluating the effectiveness and culture of EDI (2024 - 2025)</p>

### Progress against Objectives

Objective 1:

Review Date:	Summary	Impact
July 2024, (annually)		

Objective 2:

Review Date:	Summary	Impact
July 2024. (annually)		

Objective 3

Review Date:	Summary	Impact
July 2024, (annually)		



Signed:

A handwritten signature in black ink, appearing to read 'J. Bush', with a red dot at the end of the signature.

Headteacher

Date of review: January 2024

