



## ***St Nicholas CE VA Primary School***

### **EQUALITY ACTION PLAN**

#### **Believe and Achieve**

**Believe in ourselves, those here to help us and God**

**Achieve our goals and celebrate success in every area of school life**

*With God there is no limit to what you can do. There is no obstacle you can't overcome. Through Him, all things are possible.' Matthew 19.26.*

This underpins our **Christian vision** statement at St Nicholas:

*Our school is a happy place where everyone is valued, every child can thrive and reach their full potential and where we live out our Christian values celebrating the uniqueness of each individual.*

Our **Values** are: kindness, hope, perseverance and responsibility.

At St Nicholas School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

Objective	Actions	Success Criteria	Responsibility Timescale	Review
1. To ensure equity regarding access to and engaging in enrichment activities, particularly sport and after school clubs.	<ul style="list-style-type: none"> <li>• Ensure equality of opportunity in our sports, clubs and after school programme through careful monitoring.</li> <li>• Regularly monitoring the uptake of activities</li> <li>• Ensure that there is a range of activities to meet the needs of our diverse community</li> <li>• Identify and target groups with protected characteristics to ensure they have equal access and increase their engagement</li> </ul>	All children are able to access enrichment activities	SLT monitor access on a termly basis	
2. To ensure communication is accessible for all especially for EAL children and parents in order to improve their participation and engagement.	<ul style="list-style-type: none"> <li>• Looking at our frameworks for communication to ensure our parents with English as a second language or with parents who have disabilities, have equal access to information.</li> <li>• Provide appropriate information through meetings and workshops</li> <li>• Consult with parents to seek their views</li> <li>• Identify routes to support parents in developing their English</li> </ul>	Parents with English as an Additional Language access information	SLT monitor access on a termly basis	
3. To increase pupil awareness and understanding of different communities and faiths through collective worship, cultural events, visits and visitors being mindful of our heritage	<ul style="list-style-type: none"> <li>• Recognising and teaching about a wide range of religious and cultural festivals through collective worship</li> <li>• Inviting visitors of different faiths into school and visiting places of religious significance to enable children to learn about a range of religions, faiths and cultures through first-hand experiences</li> <li>• Continuing to celebrate festivals of a range of cultures and countries</li> </ul>	Children have an increased awareness and understanding of different religions, beliefs, cultures and groups of people within society and demonstrate	Class teachers, Collective worship leader Half termly	

as a Church of England Primary School.		respect for and embrace differences.		
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Policy reviewed by:	Resources Committee
Policy adopted by GB:	February 2024
Chair of Governing Body:	Lucy Parr
Headteacher:	Rizelle Crouch
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