

St. John's CE Primary School
Equality, Diversity & Inclusion Objectives

2025-2029

Schedule of review

Date written: **September 2025**

Date shared with governing body: **October 2025**

Next review date: **September 2029**

Identified Area for Improvement	Actions	Success Criteria	Staff Members	Time Frame and Cost Implications	Monitoring and Review
	List the areas you wish to review and/or revise for each heading. What specific actions will be taken to address the identified area for improvement?	What will this look like if all actions are successfully achieved?	Who will be responsible for leading, monitoring and reviewing the actions?	What is the intended time frame for the actions to be completed and what are the financial implications (if any)?	Use this column to detail how improvements and revisions will be monitored. You may also wish to include notes from review points.
1 School Community	Identify a member of staff to led Equality and Diversity across the school	The Equality Lead will monitor and champion diversity and inclusion across the school	Donna Calloway	NA Spring 2026	Equality Lead and Headteacher to meet termly to discuss develops and future plans
	Survey parents and the wider community to determine their views on how inclusive we are	Results of survey will be used to improve current practice within school	Donna Calloway Equality Lead	NA September 2026	Review list of intended actions and determine level of success against these
2 School Environment	Ensure school displays, resources and areas in school reflect the diversity in our school community in terms of race, gender and disability, without stereotyping?	The diversity of our school pupils will be reflected in displays	Donna Calloway Equality Lead	NA Ongoing	Walk of the school to determine if displays reflect diversity of our pupils. English-do focus texts reflect diversity-race, gender, disability etc?
	Ensure our weekly Newsletters and Website reflect diversity	The school website and weekly Newsletter will celebrate and reflect equality and celebrate the achievements all pupils.	Donna Calloway Equality Lead	NA Ongoing	Do photographs used represent boys and girls equally? Are pupils with disabilities represented?

3 Staff Recruitment, Knowledge and Understanding	Provide training and CPD opportunities on equality and diversity?	Staff are more aware of equality and diversity and this is reflected in their daily practice	Donna Calloway Equality lead	National College September 2026	Training completed
4 Curriculum and Resources	Audit English focus texts regularly to ensure diversity of content and authors?	Focus Texts are diverse	Laura Jesson-English Lead	NA Annual Audit-September	Each class has read books that reflect diversity in terms of race, gender, disability and those that challenge stereotypes
	Ensure all pupils have equal access to extra-curricular clubs	Access to clubs is equal for: KS1 and KS2 Boys and girls	Donna Calloway	NA	Attendance registers are analysed and reflect equal access/attendance of identified groups
5 Guidance, Policies and Procedures	Ensure information regarding uniform does not make reference to gender and allows parents to request changes for personal or religious reasons	Website and Newsletter information do not make reference to gender in terms of uniform items.	Donna Calloway	NA	Monitor as part of Website reviews

