

Sacred Heart Catholic Primary School Equality Objectives Action Plan – 2026 – 2030

Public Sector Equality Duties (PSED): eliminate unlawful discrimination, harassment, or victimisation (EUDHV); equality of opportunity (EO); fostering good relations (FGR).

PSED	Protected Characteristic/ Equality Group	Aim	Objective	Target Group(s): e.g. whole school, girls, boys, SEN, staff	Action	Who is responsible?	Dates from and to:	Indicator of Achievement
ALL EUDHV EO FGR	All	Increase pupil, staff & governor awareness of legal & human rights and the responsibilities that underpin society	Pupils to understand they have rights, how they can exercise them, and how their rights link to their responsibilities	All pupils and staff	Increase awareness of the School Single Equality Scheme across all groups within school and how it affects everyone	Senior Leadership Team (SLT), staff & Governors	January 2026- January 2027	Pupils, staff & Governors are aware of school's objectives and action plan (as is age or stage appropriate)
ALL EUDHV EO FGR	All	Equality impact assess all policies procedures and practices with emphasis on the attainment levels of pupils and staff from vulnerable groups	Enable school to address the needs of diverse & vulnerable groups at risk of disadvantage and set priorities accordingly	Whole school	Undertake Equality Impact Assessments (EqIA) on those policies, procedures and practices which remain outstanding	SLT	January 2026 - on-going	All policies, procedures and practices equality impact assessed, and action points identified & recorded
ALL EUDHV EO FGR	All	All staff receive CPD on our arrangements to promote equality in the context of their role (e.g. midday supervisors – positive ethos and preventing/ managing incidents, or teachers – curriculum and education strategies)	Enable staff to identify the specific actions and behaviours needed to promote equality in the context of their role and school to assess the impact as part of the overall review of policies, procedures & practices in school	Whole school	Identify either in-school or external training providers who will assist with different or alternative strategies. Identify any gaps using gap analysis tools	SLT	January 2026 - on-going	Evaluations of CPD indicate an increase in staff confidence and competence. Teaching observations include strategies to promote equality and narrow the gap outcomes

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ALL EUDHV EO FGR	All	Improve displays and other images in the school to reflect and promote diversity in terms of the equality groups	For pupils to have positive visual images throughout their education which show and promote diversity	All staff, pupils and visitors	Ensure displays in classrooms/corridors promote diversity in terms of race, sex and ethnicity Ensure the curriculum promotes role models & heroes young people can identify with, which reflect school's diversity of equality groups.	All staff	March 2026–on-going	More diversity reflected in displays across all year groups. Increase in pupils' participation, confidence and achievement levels