

Name of Academy: Langstone Infant & Junior Academy

Date: November 2022

Period: 2021 - 2024

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.

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| Objective 1 |
| To consult with all stakeholders to evaluate EDI practices at Langstone and evaluate their effectiveness in the curriculum |
| 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 |
| How success of the objective will be measured |
| The school will have a robust analysis of the evaluative questionnaires Actions will be clearly linked to evaluation Subject Leaders will clearly demonstrate how their subject promotes and teaches about Equality, Diversity and Inclusivity |
| Timeframe outline |
| Completed by January 2023 with action plan further developed by February 2023 |

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| 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 |
| <ul style="list-style-type: none"> • Mapping of events in the wider curriculum • Linking with culture to explicit reference in all policies |
| How success of the objective will be measured |
| The school will have a wider curriculum map with explicit references to EDI |
| Policies explicitly reference EDI where appropriate |
| Timeframe outline |
| Completed by July 2023 |

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| Objective 3 |
| To ensure Equality, Diversity and inclusivity is highly visible and shared with the wider community |
| 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"> • Safeguarding Curriculum Lead to update wider curriculum document with relevant learning activities around inclusion & safety • Safeguarding Curriculum Lead to develop a section on the website to share relevant learning and events • EDI visible on relevant displays for subjects |
| How success of the objective will be measured |
| Parents will be questioned annually on things such as EDI and the response compared to a bench mark measure |

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| External visitors will assist in evaluating the visibility of EDI across the school |
| Timeframe outline |
| Completed by January 2024 |

Progress against Objectives

Objective 1:

| Review Date: | Summary | Impact |
|--------------|---------|--------|
| Jan May 2023 | | |

Objective 2:

| Review Date: | Summary | Impact |
|--------------|---------|--------|
| Jan 2024 | | |

Objective 3

| Review Date: | Summary | Impact |
|--------------|---------|--------|
| Mar 2024 | | |

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Signed:



Headteacher

Date or review: November 2022