



This Action Plan forms part of the Stamshaw Junior Academy's Equality, Diversity and Inclusivity Policy.

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
To improve the accessibility of the school premises for all stakeholders
Rationale for this objective
Some areas of the school site are not as accessible as others. This can impact inclusivity for all stakeholders
Actions required to achieve objective
Complete DDA audit and include outcomes in the 5 year premises plan and accessibility plan Incorporate DDA compliance into any future premises developments Review any needs of new pupils joining the school or as pupils move through the school. Apply for a local authority SEND capital grant to support access to the grounds
How success of the objective will be measured
Improved school accessibility for all of the community Improvements and new access points have been made to the site Improvements planned to the playground and outdoor spaces
Timeframe outline
DDA Audit by end of Summer 2022 Follow up actions by the deadline in the audit
Objective 2
To ensure wider curriculum opportunities and school policy reflects our ethos and 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
Mapping of events in the wider curriculum Linking with culture to explicit reference in all policies (all policies to have EDI statement) Implement a planned Personal, Social, Health & Economic (PSHE) curriculum and a Religious Education curriculum that promotes understanding in relation to sex, race, religion or belief, disability, sexual orientation or gender Promote British Values of Democracy, the Rule of Law, Individual Liberty, Mutual Respect and Tolerance of different Faiths and Beliefs Prepare children for life in modern day multi-cultural Britain To raise awareness of these issues in assemblies and fund raising events. Inclusion lead to work with the wider curriculum lead
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
Timeframe outline
By July 2023

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
Wider curriculum lead and DHT to meet, monitor wider curriculum documents to ensure that relevant learning activities around inclusion and safety are included (Safeguarding) Curriculum section of the website shares relevant learning and events Curriculum newsletters updated and shared with parents on a regular basis EDI visible on relevant displays around the school

Name of Academy: Stamshaw Junior

Date: 2nd December 2021

Period: December 2021-2024

How success of the objective will be measured

Annual questionnaire to parents asking about EDI and the results analyzed
External visitors will assist in evaluations the visibility of EDI across the school

Timeframe outline

Completed by July 23

Progress against Objectives

Objective 1:

Review Date:	Summary	Impact
July 2022		

Objective 2:

Review Date:	Summary	Impact
December 2022 July 2023		

Name of Academy: Stamshaw Junior

Date: 2nd December 2021

Period: December 2021-2024

Objective 3:

Review Date:	Summary	Impact
July 2022		
July 2023		

Signed: *RJones*

Date: December 2021

Headteacher RN Jones