

Equality Action plan for Ingleton Primary School 2025 - 2029

1.

Narrow the attainment and participation gap for SEND pupils across all areas of the curriculum, with a particular focus on reading, writing and social-emotional development.

2.

Increase pupils' understanding and respect for different religious groups and promote tolerance through curriculum enrichment and community engagement.

3.

Enhance pupils' knowledge and awareness of all protected characteristics, including vegetarianism and veganism, to foster a more inclusive and respectful school culture.

Action Plans for Equality Objectives

Objective 1: Narrow the attainment and participation gap for SEND pupils

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Analyse current SEND pupil performance data termly to identify gaps, focusing on reading and SEMH progress.	SENDCO & Senior Leadership Team (SLT)	Access to assessment data systems, SEND assessment resources e.g. Boxall, SEND registers, Attendance at network meetings	Termly (starting Autumn 2025)	<ul style="list-style-type: none"> - Termly reports show narrowing attainment gaps - Increased % of SEND pupils meeting/exceeding expected progress in reading and SEMH indicators
Provide targeted professional development for staff on effective SEND teaching strategies, including reading support and SEMH interventions.	SENDCO	SEND training materials, external trainers, time for INSET	By Spring 2026	<ul style="list-style-type: none"> - All teaching staff complete SEND training - Improved teacher confidence reported in staff surveys

Implement and monitor tailored interventions and support programmes for SEND pupils, including ELSA and reading catch-up groups.	SENDCO & Class Teachers	Intervention resources, ELSA trained staff, reading intervention materials	Ongoing from Autumn 2025	<ul style="list-style-type: none"> - Increased SEND pupil engagement in interventions - Positive feedback from pupils and parents - Reduced behaviour incidents linked to SEMH needs
Regularly review and adapt curriculum access and differentiation to meet SEND needs, ensuring inclusion in all activities.	SENDCO & Curriculum Leaders	Curriculum planning time, differentiation resources	Reviewed termly	<ul style="list-style-type: none"> - SEND pupils fully accessing curriculum - Evidence of adaptive teaching in lesson observations and planning

Objective 2: Increase pupils' understanding and respect for different religious groups

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Embed teaching about different religions and beliefs within the curriculum, especially in RE, assemblies, and PSHE.	RE Lead & PSHE Lead	Curriculum resources, guest speakers, faith community contacts	By Summer 2026	<ul style="list-style-type: none"> - Curriculum maps include diverse religious content - Pupils demonstrate knowledge in assessments and discussions
Establish links with local religious communities for visits, talks, and cultural exchanges.	Headteacher & RE Lead	Community contacts, transport budget	By Summer 2026	<ul style="list-style-type: none"> - At least two community engagement events annually - Positive pupil and community feedback
Use assemblies and school events to celebrate major religious festivals and promote messages of tolerance and respect.	Headteacher & Staff	Assembly planning time, multimedia resources	Ongoing	<ul style="list-style-type: none"> - Assemblies held for key festivals - Pupils show increased respect and understanding in surveys

Include parents and carers in learning about religious diversity through newsletters and workshops.	Headteacher & Parent Liaison	Communication platforms, workshop materials	Ongoing	<ul style="list-style-type: none"> - Parent attendance at workshops - Positive parent feedback on inclusivity
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Objective 3: Enhance pupils' knowledge and awareness of protected characteristics and dietary diversity

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Deliver targeted lessons and activities on protected characteristics, vegetarianism, and veganism through PSHE and cross-curricular links.	PSHE Lead & Class Teachers	Lesson plans, age-appropriate resources, guest speakers	By Spring 2026	<ul style="list-style-type: none"> - Curriculum includes explicit teaching on protected characteristics and dietary choices - Pupils can explain these concepts in pupil voice sessions
Develop a diverse school library with books and materials representing different cultures, identities, and lifestyles.	Library Lead & SLT	Budget for diverse books (£300)	By Summer 2026	<ul style="list-style-type: none"> - Library stock includes diverse titles - Increased pupil borrowing of diverse books
Promote respectful language and challenge stereotypes through assemblies, pupil council initiatives, and anti-bullying policies.	Headteacher, Behaviour Lead & School Council	Policy documents, assembly resources	Ongoing	<ul style="list-style-type: none"> - Reduction in discriminatory incidents - Pupils report confidence in challenging stereotypes
Organise awareness-raising events such as themed weeks or days focusing on equality and diversity.	Headteacher & PSHE Lead	Event planning time, materials	Annually	<ul style="list-style-type: none"> - Successful events held with high pupil engagement - Positive feedback from pupils and staff

Child Friendly Objectives

1.
Help all children who need extra support to do better in reading and feel happy and safe at school.
 2.
Learn about different religions and how to be kind and respectful to everyone, no matter what they believe.
 3.
Understand and celebrate what makes everyone special, including different ways of living and eating.
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Impact Statement

By successfully achieving these equality objectives, Ingleton Primary School will become an even more inclusive and supportive environment where every pupil feels valued and able to reach their full potential. SEND pupils will experience improved academic progress and emotional well-being, narrowing the gaps in attainment and participation. Pupils will develop a deeper understanding and respect for different religious beliefs, helping to foster a culture of tolerance and community cohesion. Additionally, enhanced awareness of all protected characteristics and lifestyle choices will empower pupils to challenge stereotypes and discriminatory behaviour confidently. This will strengthen the school's caring, respectful culture, aligned with its vision and values, and contribute positively to pupils' personal development, preparing them to be confident, empathetic citizens in a diverse society.