

Sacred Heart Catholic Primary



Forming Christ-centred pilgrims of hope...



...with kind hearts.

questioning minds, a thirst for knowledge, and a hunger for justice.



Equality Plan (links with the Romero Equality Duty)

- Consider

Governance diversity

Equality in the workforce

School Curriculum (including outcomes differences, accessibility and participation)

School Culture (SEND/ More Able/ PP)

Equality Strand	Focus	Planned actions	Timescale	Person responsible	Monitoring	Success criteria
All	All staff and LGB are aware of the Public Sector Equality Duty and of their responsibilities within it	Policy reviewed September 2026 and any updates shared with all staff to ensure all staff are aware of protected characteristics listed in Equality Act 2010, Single Equality Duty Policy and Action Plan	Autumn Term 2026 for current staff Induction for all new staff LGB at next meeting/ Induction of new LGB	Executive Principal Principal LGB Chair	Principal Report to the LGB	All Practitioners / LGB understand their duty to promote equality and close gaps for specific groups They have high expectations of all pupils
All	Promote the Equality Duty on the school website	Arbor, Facebook, School Newsletter	Autumn Term 2026	Executive Principal Principal	Parent questionnaire Summer 2027	Parents familiar with the Duty
All	Promote an understanding of the Equality Action Plan/Duty and implications for teaching and learning	Staff meeting Email policy/action plan to all staff	Autumn Term 2026	Executive Principal Principal SLT	Staff questionnaire Spring 2027	All Practitioners / LGB understand their duty to promote equality and close gaps for specific groups They have high expectations of all pupils
All	Sacred Heart/Romero Policies reflect compliance with the Equality Duty	When policies are reviewed, they are evaluated for their compliance and cross referenced with Equality Duty	Autumn Term 2026 onwards	Executive Principal Principal SLT	LGB meetings	Policies reflect Equality Plan
All	The Curriculum	Delivery of the agreed RE/PSHE/RSE curriculum different beliefs and those with a disability Curriculum Evening /New Parents Meetings for Nursery/Reception	Autumn Term 2026 onwards	Class Teachers and Leaders of Learning	Monitoring, Learning Conversations, Book Looks, Looking at Learning, Pupil Voice Environment checks Evaluation of data to close gaps	Closing of gaps for vulnerable groups
All	Any initiative, club, special activity, assembly, sporting	All staff aware of the need for equal opportunities for all pupils; gender, race, beliefs and disability.	Termly from Autumn 2026	All teachers	Office Managers/ Teachers/SLT	A fair system is used across the school. All pupils encouraged to

	competitions musical initiatives, fundraising etc.	Promote diversity across the school				make a positive contribution
Race, Disability, Gender	Pupil achievement is monitored by race, gender and disability and any trends or patterns in the data that may require additional action to narrow the gap are addressed	Data for all pupils is analysed termly by class teachers with SLT. This will feed into Learning Conversations. Data analysis of achievement – LA, IDSR, FFT shared with leaders and LGB	Termly	Class teachers, Leaders of Learning, Raising Standards Lead, SEND, PP Lead	Learning Conversations Evaluation monitored by SLT – termly report to the LGB	Individual reviews show that the gap is closing for specific groups
Race, sexual orientation, gender, religious beliefs	Identify, respond to and report racist, religious homophobic, transphobic, sexist, misogynistic incidents	Termly focus on bullying, cyber bullying, behaviour through PSHE/assembly themes/RSE and Class charters. School Council and Head Boy and Head Girl used to promote excellent attitudes	Termly	Class teachers	Trends noted in monthly SLT review Suspensions monitored closely	Incidents are dealt with swiftly Executive Principal/ Principal will use data to assess the impact of the school's approach Staff are confident to deal with racist, Religious, homophobic, transphobic, sexist, misogynistic incidents