

# Good Shepherd 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/Objective	Planned Actions	Timescale	Person Responsible	Monitoring	Success Criteria
1. All	All staff and LGB are aware of the Public Sector Equality Duty and of their responsibilities within it	Policy reviewed September 2025 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 2025 for current staff Induction for all new staff LGB at next meeting/ Induction of new LGB	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
2. All	Promote the Equality Duty on the school website	Arbor, Facebook, School Newsletter	Autumn Term 2025	Principal	Parent questionnaire Summer 2026	Parents familiar with the Duty
3. 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 2025	Principal SLT	Staff questionnaire Spring 2025	All Practitioners / LGB understand their duty to promote equality and close gaps for specific groups They have high expectations of all pupils
4. All	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 2025 onwards	Principal SLT	LGB meetings	Policies reflect Equality Plan

5.	<b>All</b>	The Curriculum	<p>Delivery of the agreed RE/PSHE/RSE curriculum different beliefs and those with a disability</p> <p>Curriculum Evening /New Parents</p> <p>Meetings for Nursery/Reception</p>	Autumn Term 2025 onwards	Class Teachers and Phase Leaders	<p>Monitoring, Learning Conversations, Book Looks, Looking at Learning, Pupil Voice</p> <p>Environment checks</p> <p>Evaluation of data to close gaps</p>	Closing of gaps for vulnerable groups
6.	<b>All</b>	Any initiative, club, special activity, assembly, sporting competitions musical initiatives, fundraising etc.	<p>All staff aware of the need for equal opportunities for all pupils; gender, race, beliefs and disability.</p> <p>Promote diversity across the school</p>	Termly from Autumn 2025	All teachers	Office Managers/ Teachers/SLT	A fair system is used across the school. All pupils encouraged to make a positive contribution
7.	<b>Race, Disability, Gender</b>	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	<p>Data for all pupils is analysed termly by class teachers with SLT. This will feed into Learning Conversations.</p> <p>Data analysis of achievement – LA, IDSR, FFT shared with leaders and LGB</p>	Termly	Class teachers, Phase Leaders, Raising Standards Lead, SEND, PP Lead	<p>Learning Conversations</p> <p>Evaluation monitored by SLT – termly report to the LGB</p>	Individual reviews show that the gap is closing for specific groups
8.	<b>Race, sexual orientation, gender, religious beliefs</b>	Identify, respond to and report racist, religious homophobic, transphobic, sexist, misogynistic incidents	<p>Termly focus on bullying, cyber bullying, behaviour through PSHE/assembly themes/RSE and Class charters.</p> <p>School Council and House Captains used to promote excellent attitudes</p>	Termly	Class teachers	<p>Trends noted in monthly SLT review</p> <p>Suspensions monitored closely</p>	<p>Incidents are dealt with swiftly</p> <p>Principal will use data to assess the impact of the school's approach</p> <p>Staff are confident to deal with racist, Religious, homophobic, transphobic, sexist, misogynistic incidents</p>

9.	<b>All</b>	All staff and LGB are aware of the Public Sector Equality Duty and of their responsibilities within it	Policy reviewed September 2025 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 2025 for current staff Induction for all new staff LGB at next meeting/ Induction of new LGB	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
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11.	<b>All</b>	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 2025	Principal SLT	Staff questionnaire Spring 2026	All Practitioners / LGB understand their duty to promote equality and close gaps for specific groups They have high expectations of all pupils