



## Equality Action Plan 2019-2021

Our Equality Objective is:

- To acknowledge, understand and celebrate the **cultural diversity** of Aboyne Lodge.  
**Cultural Diversity** has been identified as a 'learning driver' for the school.

Action	Tasks	Who	When	Impact
Monitor and analyse pupil achievement by race, gender and disability and act upon any trends or patterns in the data	<p>Data discussed in pupil progress meetings and actions set as a result of this, to then be discussed next time.</p> <p>Subject leaders to monitor gaps in data and then address these in their action plans.</p> <p>Circulate up to date ethnicity registers to staff and ensure this information is on the provision map.</p>	SLT, subject leaders, class teachers	Termly	The gap is narrowing for equality groups
Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability	<p>INSET on the role of the subject leader – ensure all leaders are aware of this objective and that they are actively ensuring their subjects promotes a mix of role models across the year groups.</p> <p>Each half term staff are to complete a 'curriculum drivers' sheet. There is a section on 'cultural diversity' where they can address this objective and plan to expose children to a range of role models. Celebrate diversity through black history month.</p>	SLT, RE and PSHE leaders, BME lead, All staff	19-20	The curriculum celebrates the cultural diversity of the school and the engagement and confidence, participation and resilience of children across all groups is high

	<p>Curriculum enriched by events like international language day.</p> <p>Link to Growth Mind set, PSHE, RE.</p>			
<p>Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity</p>	<p>Staff to complete a learning walk to identify current practice.</p> <p>INSET – discuss results of the learning walk, next steps and how to develop this further.</p> <p>Sharing of resources and good practice.</p> <p>Ensure staff receive up to date ethnicity registers so that they can reflect the cultural diversity of each year through classroom and corridor displays.</p>	<p>SLT, BME lead, All staff</p>	<p>On going</p>	<p>Increased evidence of our school's diversity being celebrated through the environment</p> <p>Participation, confidence and resilience of children across all groups is high</p>
<p>Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Eid, Diwali</p>	<p>Embed new RE curriculum.</p> <p>Map cultural events throughout the year on an assembly rota – particularly those that reflect the religions and ethnicities of the children in school.</p> <p>Ensure staff have up to date ethnicity registers so that they are aware of the cultural diversity of their class and can respond to individuals' circumstances and backgrounds</p> <p>Celebrate events like international language day, inviting parents in to school to read stories etc.</p> <p>Invite children and parents to talk to the class about any religious festivals they may be celebrating e.g. Thanks Giving</p>	<p>RE coordinator BME lead All staff</p>	<p>On going</p>	<p>Increased awareness of different cultural events shown through RE and PSHE discussions/assessments</p>

