

**North Ridge Plan- 2022/23**  
**AREA- Equality and Diversity**

Overall Target - To improve the whole school community response to equality and diversity and to ensure we are supporting pupils staff and families to include minority groups at North Ridge.

Current Situation/Critical Analysis	Supporting Evidence	Required Changes (particularly teaching and learning)
School have for many years had an Equalities policy and achieved RRSA gold twice. We have over the years ensured that all our policies have an equalities statement and in recruitment tried to include all groups. We actively teach our pupils about diversity and equality and try to challenge negative views and stereotypes.	Policies Curriculum plans RRSA portfolio	To improve understanding of sexual identity by staff and pupils To ensure all staff groups feel supported and that they have a voice To ensure that pupils are supported in understanding the need to respect and include all groups regardless of age, sexuality, religion, race, culture, disability

Actions (including staff training needs)	Key Personnel	Role	Time Scale	Costs £	Funding Source	Success Criteria/Intended Outcomes	Progress
Attendance at the COBIS DEI programme Cascade training to staff Set up a working group	bk	HT	10 months	550		Raise awareness, support throughout the process of evaluating what is strong in school and what needs changing. Helping in developing a stronger understanding of research and the impact change will have on the school community	
Re engage with the PROUD trust - provide training for staff and pupils Explore ways that we can support pupils who are considering their own identity	CF/ GF	Pshce lead Deputy	Sept22 -july23	?		Make contact with the proud Trust- explore activities that we can offer in school, evaluate what we already do and how we can improve in all curriculum areas	
Revaluate and redraft the school recruitment policy procedures to ensure that it is inclusive	BK and Govs	ledership	Jan 23- July 23			Clear inclusive approach- set of documentation to support the work, clear policy	

Audit and evaluate the curriculum , displays and activities to ensure they are inclusive, don't promote stereotypes and support the education of our pupils	Bk/ working group		NOV- 22- JULY 23		Awareness raised by all Activities are clearly planned to reflect our community and are inclusive All role models are positive There are clear support systems in place for pupils who need it or they can see where the information is readily available We consider - systems in place that possibly need changing - e.g girls and boys toilets	
Total costs						

Procedures for Monitoring Actions	Procedures for monitoring Impact
Working group Report to whole staff and govs Possible QA visit Work with curriculum leaders	Report to govs

Intended Impact (see overall target)
The awareness of diversity, equality and inclusion is raised in school