

**Buckland CE Primary School – Equality Objectives and Action Plan. March 2026 – March 2028.**  
**Appendix 2 – Equality and Diversity Policy**

Objectives	Actions	Who	Date	Success Criteria
<b>Embed a Rights Respecting culture that promotes equality, dignity and respect for all.</b>	Build on our Silver Rights Respecting Schools Award by further embedding children’s rights across the curriculum and wider school life as we work towards Gold Rights Respecting School status.	EB/HE	July 2026	<p>Pupils demonstrate a secure understanding of children’s rights and equality through discussion, pupil voice and behaviour across the school.</p> <p>The school successfully achieves the Gold: Rights Respecting School Award.</p>
	Implement and embed the No Outsiders programme to promote inclusion and understanding of diversity.	EB/SLT	March 2027	<p>No Outsiders content is regularly delivered through PSHE lessons and Collective Worship.</p> <p>Children can talk about and demonstrate understanding of the school’s ‘No Outsiders’ approach.</p> <p>Parents and visitors are aware of the school’s No Outsiders approach.</p>
	Fully embed the updated Jigsaw PSHE curriculum across the school to support pupils’ understanding of wellbeing, relationships, equality and diversity.	SLT/ Teachers	March 2027	<p>Jigsaw PSHE is taught consistently across all classes in line with the school’s planned programme.</p> <p>Planning reflects the updated Jigsaw curriculum.</p> <p>Pupil voice demonstrates the impact of Jigsaw teaching and pupils’ growing understanding of wellbeing and relationships.</p>

	Promote understanding of equality, dignity and respect for all through collective worship, Jigsaw PSHE, RE, the wider curriculum and the school values cycle.	All staff	March 2028	Pupil voice and behaviour demonstrate that pupils understand equality, dignity and respect for others and apply these values in school life.
	Provide opportunities for pupils to learn about diverse role models, including individuals who have challenged discrimination.	All staff	March 2028	Children are aware of a range of diverse role models, both current and historical.  Curriculum enrichment days highlight individuals who have challenged discrimination.  Staff plan learning opportunities across the curriculum that reflect diverse role models.
	Ensure curriculum texts and resources reflect diverse cultures, beliefs, identities and family backgrounds.		March 2027	Children encounter a wide range of people and experiences through reading and learning across the curriculum.
	Promote understanding of protected characteristics in an age-appropriate way.		March 2028	Children are aware that people may have different characteristics and should be treated fairly and with respect.
	Provide opportunities for pupils to learn about and develop an understanding of faiths and beliefs other than Christianity.		March 2027	The RE curriculum includes a full and inclusive programme of learning about different faiths and beliefs.  Children can speak confidently about different faiths and beliefs.  Visits, trips or virtual experiences provide opportunities for pupils to learn from people of

				different faiths and backgrounds.
<b>Ensure equality of opportunity so that all pupils can access and participate fully in school life.</b>	Monitor participation in trips, clubs and wider opportunities to ensure all pupils can access them.	SLT/ Teachers/ Admin	Ongoing	Tracking engagement of pupil premium, SEND and disadvantaged pupils shows inclusive engagement in wider school opportunities.  Barriers to participation are identified and addressed.
	Provide support where financial or other barriers exist.	Head/ Admin	Ongoing	Pupils from all backgrounds are able to participate in school activities - trips, clubs and enrichment.
	Ensure communication with families is accessible and inclusive.	Head/ Teachers Admin	Immediate          Website - ongoing	The school newsletter is shared in the new Sway format, improving accessibility for families.  The weekly newsletter signposts community events and support available to families.  All parents have access to ParentPay to support communication and access to school information.  The new school website format is streamlined and makes key information easier for families to find.  Parents feel informed and able to engage with

				school life.
	Embed inclusive approaches to mental wellbeing through the Happy Mind programme and restorative practices across the school.	SLT/Teachers	March 2028	<p>The Happy Mind programme is embedded across the school.</p> <p>Children are able to talk about strategies that support their wellbeing and help them manage their feelings.</p> <p>Restorative approaches are used to support positive relationships and resolve conflict.</p>
	Develop inclusive play opportunities through the OPAL programme.	All staff/OPAL team	March 2028	<p>The OPAL programme is embedded across the school.</p> <p>Playtimes provide a range of inclusive play opportunities for all pupils.</p> <p>Children engage positively in play and cooperate well with others.</p> <p>Playtimes are inclusive and support social development.</p>
	Provide opportunities for pupils to contribute positively to the school and wider community through pupil voice and leadership opportunities.	All staff	March 2027	<p>Opportunities exist for pupils to contribute to school life through pupil voice and leadership roles.</p> <p>Children feel their views are listened to and valued within the school community.</p> <p>Pupils take part in activities that support the</p>

				wider community.
	Record and monitor prejudice-related incidents to ensure appropriate support and education where needed.	All staff	Ongoing	Use CPOMS to record and monitor prejudice-related incidents so that appropriate support, education and follow-up actions can be implemented.