



St. Mary's Catholic Primary School

educate protect love serve



SCHOOL EQUALITY ACTION PLAN 2026-27

| Requirements to meet the Gender Equality Duty | What is to be done/achieved? | Who is to lead on it? | Training or other actions needed? Budget needs? | Action by/Review by date - and further actions? |
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| Employment Issues - Staff Recruitment - CPD/training - Conditions | Continue to use male role models across school life | Trust HR, Governors and Head | Encourage under-represented gender to help run clubs / help within school sessions | School now has male headteacher and deputy headteacher and a male teacher. Continue to consider male appointments to support staff/ teaching assistant roles. Review Sept. 2027. |
| Admissions and attendance | Monitor attendance by gender and group. | Trust/ Headteacher/Pastoral lead | Provide opportunities for pupils and parents to be made aware of the importance of both boys and girls attending school | Ongoing with half-termly reviews through 2026 academic year. |
| Continue to screen all policies & practices for relevance to gender equality -revise where necessary | Revise any policies as and when necessary for gender equality | Trust/Headteacher and Deputy Headteacher | SLT meeting over time. Update policies as and when required. | Ongoing |

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| Partnerships with parents and community | <p>Ensure fathers/male carers can participate as fully as possible in their children's education.</p> <p>Inclusion for fathers starts from Reception.</p> <p>Ensure equity with contacting parents with details of events and incidents in school.</p> | Trust/ Head and teachers | <p>Encourage fathers to attend parents' evenings; events; sporting matches; as well as encouraging to listen to children read.</p> <p>Parents to attend out of school training sessions.</p> | Ongoing. Review Sept. 2027. |
| Areas to be considered for their Gender Equality relevance | What is to be done/achieved? | Who is to lead on it? | Training or other actions needed? Budget? | Action by/Review by dates - and further actions? |
| Teaching and learning | <p>Ensure all staff understand possible different gender-related learning styles.</p> <p>Continue to deliver learning, appropriate to gender related learning styles.</p> | Trust/Headteacher and Deputy Headteacher | <p>Increase Forest School participation</p> <p>Continue to support IWB, ipads and outdoor education</p> | Summer 2026 and ongoing |
| Pupil progress | <p>Monitor all elements of SEN register by gender, assess and take any necessary action.</p> <p>Track pupil progress by FSM and gender</p> <p>Track pupil participation in clubs</p> | <p>Headteacher/SEN CO/ PSA</p> <p>Deputy Head</p> | Track progress of SEN children by gender – details on school system | Ongoing with half-termly reviews through 2026-27 |

| Areas to be considered for their Race Duty and Community Cohesion | What is to be done/achieved? | Who is to lead on it? | Training or other actions needed? Budget? | Review by date and further actions? |
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| Teaching and learning | To use positive images of different children/ people throughout the world. | Diocese/Trust/Head/ Deputy Head | Books / posters / ICT software as appropriate | Ongoing |
| Partnerships with parents and community | Develop links with children and schools in other parts of the UK and in countries using a range of ICT to support (email, Skype and visits) Through CAFOD | All teachers/ Headteachers/ Office team | Y6 Residential trip to London. | To be actioned during 26-27 and reviewed Sept. 2027. |

| Areas to be considered for their Disability Equality relevance | What is to be done/achieved? | Who is to lead on it? | Training or other actions needed? Budget? | Review by date and further actions? |
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| Maintain access to the curriculum for all pupils. Maintain all extra-curricular activities being open to all pupils. | Curriculum available to all. Extra-curricular activities available to all. | Deputy Headteacher Headteacher/ All teachers | On going On going | Ongoing. Reviewed termly as new clubs are agreed. |

| Areas to be considered for their Sexual orientation and Age relevance | What is to be done/achieved? | Who is to lead on it? | Training or other actions needed? Budget? | Review by date and further actions? |
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| Teaching and learning | Through PSHE/SRE lessons look at issues faced by children and adults in today's society linked to sexual stereotyping and harassment (to be age appropriate) | Diocese/ Trust/ Head/ Deputy Head and PSA | SRE / Drug and alcohol staff training update using Ten Ten RSE and RSHE curriculum Access support from NSPCC and Brooks | September 2027 |