

Diversity, Equality, Equity, Inclusion Action Plan 2024 – 27 for The Bluecoat School

Area of focus	Delivery (High Quality Learning Environment)	Leadership (Pursuit of Excellence)	Impact (Achievement for All)	Experience (Valuing People and Extending Boundaries)
<p>Bullet point why you have chosen your objectives, linked to the protected characteristic selected, as the priority for your school.</p>	<p>To ensure that children recognise and learn about the diversity of their local community and the wider world through the implementation of a robust 21st century curriculum.</p> <p>Provide opportunities for students to learn about and experience different cultures.</p>	<p>Ensure that Staff Welfare is considered and planned for by following the Trust Calendar for Welfare & Support (NHS 5 Ways for Wellbeing).</p> <p>To continue to promote diversity and equal opportunities through all leadership opportunities</p>	<p>Proactively engage members of the local community to support the wider curriculum, to include guest speakers, activities and other opportunities.</p> <p>Promote Pupil Voice and Leadership to ensure there is a clear understanding of Tolerance and Respect for other. Build these expectations into character education and reward students who promote in a positive way. Ensure that pledges, character education and reward systems provide consistent opportunity for students to demonstrate key values and characters.</p> <p>Ensure the PSHE curriculum is implemented robustly so that children have a strong understanding of diversity, equality and inclusion</p>	<p>Embed PLEDGES across the school, ensuring that they are reflective of the protected characteristics and provide opportunities to work with others, learn from others and connect with peers.</p> <p>Work towards achieving a Gold award at the point of reaccreditation for delivering Learning Outside of The Classroom, demonstrating a diverse offer.</p>
<p>Outline how you will achieve</p>	<p><i>Ensure the consistent review of the English, Worldviews, geography and PSHE curricula.</i></p> <p><i>Ensure British Values continue to be understood by the school community and what these mean in today's society.</i></p> <p><i>Ensure WHole School Assemblies are reflective of the local community and wider world current issues to promote understanding and a growth of knowledge.</i></p>	<p><i>Have in place a reasonable adjustment agreement for all staff with disabilities to meet their needs better and make sure that any disadvantages they experience are addressed.</i></p> <p><i>Ensure an understanding of diversity and equal opportunities is promoted through the assembly and collective worship calendar.</i></p> <p><i>Ensure that opportunities for learning outside the classroom and extra-curricular activities are diverse in their nature.</i></p>	<p><i>To provide staff training around high quality PSHE learning with specific reference to units linked to diversity, equality and inclusion.</i></p> <p><i>To use the Cambridgeshire PHSE scheme to provide high quality planning and resources.</i></p> <p><i>To ensure subject leaders monitor the teaching of PSHE in the classrooms.</i></p>	<p><i>Embed PLEDGES in all year groups.</i></p> <p><i>Extend PLEDGES to ensure there are opportunities to work within our local context.</i></p> <p><i>Ensure PLEDGES embed opportunities to bring in work and understanding across a range of the protected characteristics.</i></p>

<p>your DEEI objectives.</p>	<p>Ensure the curriculum is well monitored by subject leads.</p> <p>Using Learning Outside the Classroom opportunities to support understanding of and exposure to diversity.</p>	<p>Provide support for families to access clubs and extra-curricular opportunities when individual circumstances may mean that they are more marginalised in their take-up.</p>	<p>To ensure PSHE leaders monitor the assessments of units linked to equality, diversity and inclusion.</p> <p>To engage children in pupil voice tasks to assess their understanding of equality, diversity and inclusion, adapting provision where necessary.</p> <p>Build links and learning opportunities with Trust schools with contrasting demographics.</p> <p>Embed a kind and supportive whole school culture which embraces each others differences</p>	<p>Include in PLEDGES experience of diversity through the people that children engage with and the range of experiences they are given.</p> <p>Grow our Learning Outside the Classroom offer in a range of subjects</p>
<p>Identify each term over a 2 year timeframe and who is Leading each objective</p>	<p>SLT/PSHE/English/World Views/Geography Leads</p>	<p>Headteacher/SLT/PSHE Lead</p>	<p>PSHE Lead/SLT</p>	<p>SLT/ PHSE Lead/Curriculum Leads</p>