

Diversity, Equality, Equity, Inclusion Action Plan 2024 – 27 for Histon and Impington Brook Primary School

Area of focus	Delivery (High Quality Learning Environment)	Leadership (Pursuit of Excellence)	Impact (Achievement for All)	Experience (Valuing People and Extending Boundaries)
Bullet point why you have chosen your objectives, linked to the protected characteristic selected, as the priority for your school.	Continue to develop opportunities for children to experience a diverse range of curricular and extra-curricular moments. This could include trips and inviting visitors into school. To continue to review curriculum to ensure that books and texts across the school reflect the diversity of the school and the values that it hold as important.	Ensure that staff welfare is regularly monitored and supported, with particular regard for those with protected characteristics. Welfare, including workload and wellbeing, will always be an ongoing priority for the school.	Proactively engage members of the local community to support the taught curriculum. Promote school council and ensure diverse representation within this group. Develop our personal development offer to promote opportunities to showcase our school values. Monitor academic progress for vulnerable groups, including those with SEND.	Achieve gold award as part of LOfC work which extends the boundaries of learning beyond the classroom. Ensure that vulnerable groups are strongly represented in this work.
Outline how you will achieve your DEEI objectives.	Ongoing curriculum reviews by curriculum leads in both Histon Schools.	Meridian Trust wellbeing surveys, staff appraisals, regular staff briefings and Academy Council conversations with staff.	Seek out opportunities in the local community that showcase diversity. School council to review make up of the council on an ongoing basis. Review data as part of regular SLT data monitoring and report back to staff about vulnerable groups.	Attend training and support sessions to achieve LOfC status. Monitor and discuss impact of the LOfC work, especially those vulnerable groups who should receive a strong entitlement here.

Identify each term over a 2 year timeframe and who is Leading each objective	Assistant headteachers at HIBPS and HIPPS	Headteacher and SLT	Assistant headteachers at HIBPS and HIPPS	Assistant Headteacher and SLT
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