

Priory School Equality Action Plan 2020 - 2024

Objective	Planned Actions	By When	Lead	Monitoring/Evidence
Demonstration of commitment to eradicating inequality experienced by black and ethnic minority members of the school and wider community	BLM working party established and working on development of action plan and BLM Statement	Ongoing – Review Autumn 2024	RH	BLM working part established and met regularly to develop the School’s Black Lives Matter Statement
	BLM action plan Action plan to be presented to SLT		TM	Action Plan is ongoing
Increasing awareness of issues around inequality and unconscious bias across the whole school	Unconscious Bias training Equality and Diversity training	SLT – December 2020	RH /LC	Complete
		All staff – Easter 2021		Complete
		All Staff – Spring 2024	TM/LC	Scheduled for January 2024
Celebration of diversity in the Priory Community	Termly cultural celebration days	To Commence Autumn Term 2020	RH	Autumn 2020: Black History Month Celebration Summer 2021: Multi-cultural week (PSHE)
	Inclusion quality mark (JE and TM)	To commence Spring Term 2024	JE/TM	Autumn 2022: Black History Month Celebration Summer 2022: Priory Carnival Autumn 2022: Black History Month Celebration October 2023: Black History Awareness
Equality and Diversity to be embedded within PSHE curriculum	Review of how equality is covered in the curriculum and development of curriculum to include issues around equality – pathway specific	Completed Autumn 2022	PD	Covered in PSHE curriculum with a focus in PSHE weeks up until Autumn 2022.
To ensure that there is equality of opportunity for all post 16 students to experience employment.	Develop the existing work experience team to include a dedicated Teaching Assistant to support the role of the work experience coordinators.	Spring 2024	NVC	
Student Voice development	Use of talking mats for use in student surveys.	Completed October 2020	RH/KK LB/DR	Use of talking mats in Student Survey Summer 2021
	Movement of Student council to online platform for those who are able to access. Identified student council	To Commence November 2020	LB/DR	Student Council reverted to face-to-face Spring 2021

	reps to support classes with no student council member.		TM	<p>New Student Council Lead (MS) 2022-2023 & 2023-2024</p> <p>New Student Council in place for Autumn 2023</p> <p>New Student Council in place for Autumn 2023</p>
To consider the views of all staff and families in developing the School	<p>Continuing use and analysis of staff and parent surveys</p> <p>Achievement of the Leading Parent Partnership Award. Report can be read here: priorycroydon.org.uk/croydon/primary/priory/leadingparentpartnershipaward</p>	<p>Ongoing</p> <p>Completed Spring 2023</p>	<p>SLT</p> <p>Family Liaison Officer</p>	<p>Staff/parent surveys completed at least annually, via Smart/Survey and Teachers2Parents</p>
To ensure that there is equality of opportunity for all post 16 students to experience employment.	<p>Develop the existing work experience team to include a dedicated Teaching Assistant to support the role of the work experience coordinators.</p> <p>Ensure students have the appropriate access to independent careers advice and further education providers.</p>	<p>Spring 2024</p>	<p>NVC</p>	<p>Monitor through review of work experience activity and feedback from students & Parents & Employers</p> <p>Review with external Work Experience Adviser</p>