Brinkworth Earl Danby's CE Primary School

Equality Objectives Action Plan 2026-2030

Strategic Alignment

Framework	Alignment
School Development Plan	Quality First Teaching, Attendance, Personal Development, Behaviour & Attitudes, SEND, Wellbeing
SIAMS Inspection Schedule	Dignity, Flourishing, Inclusion, Courageous Advocacy, Celebrating Difference
Equality Act 2010	Advancing equality of opportunity, eliminating discrimination, fostering good relations
Wiltshire Inclusion Priorities	Early identification, inclusive practice, co-production, belonging, ambitious outcomes for all children
Meeting needs together, ambitious for all SEND & AP Strategy 2024-29	Child-centred planning, early intervention, partnership working, communication and inclusion
Keeping children safe in education 2026	Safeguarding vulnerable groups, SEND vulnerability, online safety, anti-bullying and child-on-child abuse prevention

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Equality Objective 1

Ensure every child experiences a strong sense of belonging and inclusion

As a Church School, we believe every child is known, valued and loved. Outcomes improve when children feel they belong, are represented and have a trusted adult relationship.

Success Measures

By July 2030:

- Pupil surveys show 95%+ of pupils report feeling safe and included.
- Reduction in prejudice-related incidents - CPOMS
- Vulnerable groups surveyed report positive school experiences.
- Increased participation in clubs, leadership opportunities and enrichment activities.

Actions

Action	Lead	Timescale
Develop annual pupil belonging survey	Headteacher / PSHE Lead	Annual
Audit pupil participation in clubs, trips and leadership roles	SLT	Termly
Review representation within curriculum texts and resources	Subject Leaders	Annually
Celebrate diversity through collective worship, RE and curriculum themes	Headteacher & RE Lead	Ongoing
Embed pupil voice from SEND, disadvantaged and vulnerable learners	Inclusion Lead	Termly

SIAMS Link

- Living well together
- Respecting dignity
- Valuing difference

Equality Objective 2

Strengthen inclusive practice and outcomes for SEND pupils

Wiltshire's SEND and Alternative Provision Strategy identifies inclusion and early intervention as priorities for all schools. SEND is everyone's responsibility.

Success Measures

By July 2030:

- SEND pupils make at least expected progress from starting points tracked on INSIGHT
- Improved attendance for SEND pupils.
- Increased parental confidence in SEND provision.
- Reduced reliance on external escalation routes.

Actions

Action	Lead	Timescale
Embed graduated response consistently across school	SENCO	Ongoing
Develop adaptive teaching	SENCO / SLT	Annual
Introduce pupil-centred one-page profiles	SENCO	2026-27
Strengthen co-production with parents through review meetings	SENCO	Termly
Utilise Wiltshire Inclusion Toolkit to evaluate provision	SENCO	Annually

Review accessibility and reasonable adjustments	Governors / SENCO	Annually

SDP Link

- Quality of Education
- Inclusion
- Achievement

SIAMS Link

- Human flourishing
- Dignity and respect

Equality Objective 3

Develop a culture that actively challenges discrimination and prejudice

Children must be equipped to live well together in a diverse society. This reflects Equality Act duties, SIAMS expectations and safeguarding responsibilities.

Success Measures

- All incidents of prejudicial language recorded and addressed.
- Pupils demonstrate understanding of protected characteristics.
- Increased confidence in reporting concerns.

Actions

Action	Lead	Timescale
Review anti-bullying and behaviour policies	SLT	Annual
Deliver curriculum content that promotes diversity and equality	Subject Leaders	Ongoing
Train staff to identify prejudice-related incidents	DSL	Annual
Use collective worship to explore justice, dignity and respect	Headteacher & RE Lead	Ongoing
Celebrate national awareness events where appropriate	Curriculum Leads	Annual

Focus Areas

- Racism

- Disability discrimination
- Sexism
- Homophobia
- Biphobia
- Transphobia
- Faith-based prejudice

SIAMS Link

- Courageous advocacy
- Community and living well together

Equality Objective 4

Improve attendance, engagement and wellbeing for vulnerable pupils

Wiltshire priorities highlight reducing inequalities through early support and partnership with families.

Success Measures

By 2030:

- Attendance gap between vulnerable groups and peers narrows annually.
- Persistent absence reduces.
- Improved wellbeing indicators.
- Improved engagement in learning.

Actions

Action	Lead	Timescale
Monitor attendance of vulnerable groups termly	Headteacher & Admin	Termly
Strengthen early intervention for emerging concerns	DSL	Ongoing
Deliver targeted wellbeing support	Headteacher, SLT, PSA	Ongoing
Increase family engagement opportunities	SLT	Ongoing
Ensure disadvantaged and SEND pupils can access extracurricular opportunities	SENCO	Ongoing

Vulnerable Groups

- SEND

- Disadvantaged pupils
- Young carers
- Children with social worker involvement
- EAL pupils
- Pupils experiencing emotional wellbeing concerns

Equality Objective 5

Ensure safeguarding practice recognises and responds to additional vulnerabilities

Keeping Children Safe in Education 2026 highlights that children with SEND may face additional barriers to recognising, reporting or disclosing abuse. Schools must ensure safeguarding systems are accessible to all pupils.

Success Measures

- Safeguarding training completed annually with regular updates.
- Staff demonstrate understanding of SEND vulnerability factors.
- Pupils know how to seek help.
- Safeguarding audits identify strong inclusive practice.

Actions

Action	Lead	Timescale
Annual KCSIE updates for all staff	DSL	Annual
Ensure DSL-SENCO safeguarding reviews are undertaken regularly	DSL/SENCO	Half-termly
Review accessibility of pupil reporting systems	DSL	Annual
Strengthen online safety curriculum and parent engagement	Computing Lead / DSL	Annual
Monitor bullying and child-on-child abuse trends	DSL, DDSL & Safeguarding governor	Termly

KCSIE Priorities

- Online safety
- Child-on-child abuse
- Protected characteristics
- SEND safeguarding
- Mental health
- Early help

Intended Impact Statement

By 2030, Brinkworth Earl Danby's CE Primary School will be a community where every child experiences dignity, belonging and opportunity; where diversity is celebrated; where barriers are identified and removed early; and where all pupils are enabled to flourish academically, socially, spiritually and emotionally, regardless of background, need or protected characteristic.