



Sir James Knott Nursery School Equality Action Plan (including Accessibility)

This document details the actions we'll take over the next four years to satisfy the requirements of the protected characteristics as referred to in the Single Equality Scheme. The action plan is structured around our school's key diversity objectives:

- To increase staff and pupil knowledge and understanding of equality and diversity issues.
- To work together with stakeholders to deliver more effective and equal outcomes for staff and pupils.
- To understand that all learners are of equal value, recognising that diversity is a strength within our community that is celebrated.
- Mutual respect, positive attitudes and relationships are promoted.
- We all belong to a community that works well together to promote positive outcomes for all embracing the school's vision of "Creating strong and lasting foundations for learning".
- Equality and diversity applies to all members of our community, adults and children alike. We ensure that all policies and procedures benefit all employees.
- We have high standards and expectations that all children regardless will and can achieve their potential and the school strives to fulfil this at every opportunity.
- Children with SEND/EYPP are well supported and fully included in the school.

Link to Public Sector Equality Duty	Charact eristics	Objective	Actions	How will the impact of the action be monitored?	Who is responsible for implementing?	Timeframe
<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups.</p> <p>General Duty – Foster good relations between different groups.</p> <p>Specific Duty - Duty to publish information Accessibility.</p>	<p>ALL</p> <p>Disability</p>	<p>To increase staff and pupil knowledge and understanding of equality and diversity issues.</p>	<p>Use training opportunities and staff meeting time to review policy and current practices within school, generating next steps in order to raise awareness.</p> <p>Use of key group time to discuss key themes.</p> <p>Use within the PSHE curriculum.</p> <p>Publish and promote the updated Single Equality Scheme through the school website, newsletter and staff meetings.</p> <p>Annually update published information about the locality and the school profile within the Single Equality Scheme.</p>	<p>Pupil/Parent voice</p> <p>An Equality and Diversity Question to be used</p> <p>Environment/ Inclusive learning walk</p>	<p>HT/Teachers</p>	<p>Summer 2026</p>

			To ensure the curriculum, resources and classroom environments are easily accessible to all – communicate in print to be used, school to be an inclusive environment.	Accessibility Plan (when required)		
<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups</p> <p>General Duty – Foster good relations between different groups</p> <p>Accessibility</p>	ALL	To work together with stakeholders to deliver more effective and equal outcomes for staff and pupils.	<p>Governors: termly report to Governors to ensure context of school is reported on.</p> <p>Parents: To be provided with key information on the school’s website and annual equality objectives to be shared and impact report given.</p> <p>Visitors: To fully understand, through induction the context and demographics of the school.</p>	<p>Pupil/Parent voice</p> <p>An Equality and Diversity Question to be used</p>	HT/Teachers	Termly Summer 2026
<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups</p> <p>General Duty – Foster good relations between different groups</p> <p>Accessibility</p>	ALL	To understand that all learners are of equal value, recognising that diversity is a strength within our community that is celebrated.	<p>Staff: Through close data analysis ensure that all groups of children make progress and gaps are narrowed. Staff to plan activities and experiences that enable children to appreciate the diversity of families/faith/religion/culture and gain full respect for them. Celebration group times to explicitly promote strengths of community.</p> <p>Children: PSHE curriculum to talk about discrimination, tolerance and respect of all.</p>	<p>Gaps narrowed between vulnerable groups – especially SEND and EYPP</p> <p>Increased confidence and participation from children in activities.</p>	HT/Teachers Staff	Ongoing Data Analysis
<p>General Duty – Foster good relations between different groups</p> <p>Accessibility</p>	ALL	Mutual respect, positive attitudes and relationships are promoted.	<p>The use of PSHE materials help to support these themes. Children to access activities in class to support the half termly themes.</p> <p>Nurture groups to focus on these aspects to help support children with tolerance and effective decision making</p>	<p>Increased confidence and participation from children in activities.</p> <p>Pupil voice analysis to show increase in understanding.</p>	All Staff	Ongoing Autumn Term

<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups</p> <p>General Duty – Foster good relations between different groups</p> <p>Accessibility</p>	ALL	<p>We all belong to a community that works well together to promote positive outcomes for all embracing Creating strong and lasting foundations for learning.</p>	<p>Staff awareness of school vision raised through CPD opportunity. Key group themes to have focus around Golden Rules, School Vision and Deeper thinking skills. Actively engage visitors from local community into school to engage with the children.</p> <p>Ensure good relations between people from different backgrounds. Continue to ensure that displays across school promote and celebrate diversity.</p>	<p>Children are effective in their communication about how they succeed and how as a team we can achieve more.</p> <p>Effective partnerships are forged and continue to impact on children’s experiences.</p>	All Staff	Ongoing
<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups</p> <p>General Duty – Foster good relations between different groups</p> <p>Accessibility</p>	ALL	<p>Equality and diversity applies to all members of our community, adults and children alike. We ensure that all policies and procedures benefit all employees.</p>	<p>Continue to follow the advice / services of the Local Authority and draw on the expertise of external partners on adaptation of the curriculum to best support all pupils.</p> <p>Undertake equality impact assessments to identify the impact or effect either positive or negative of our policies and procedures.</p> <p>Update canvassed opinions of school community parents, staff, governors, community users and pupils about equality and diversity in updated questionnaires and pupil voice.</p> <p>Establish a focus group as needed to discuss issues as required.</p>	<p>Where negative impacts are identified, take steps to deal with this.</p>	HT/Teachers	Summer Term 2026
<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups</p> <p>General Duty – Foster good relations between different</p>	ALL	<p>We have high standards and expectations that all children will and can achieve their potential and the Academy strives to fulfil this at every opportunity.</p>	<p>Ensure that the curriculum planning promotes role models that students can positively identify with, which reflects the school’s diversity in terms of race, gender and disability.</p> <p>Continue the already well established culture of excellence in school, through high standards in behaviour, work completed and</p>	<p>Increased confidence and participation from children in activities</p> <p>All children effectively talk using language of critique and excellence.</p>	All Staff	Ongoing

groups Accessibility			attitudes towards others.			
<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups</p> <p>General Duty – Foster good relations between different groups</p> <p>Accessibility</p>	SEND Disability	Children with SEND/ EYPP are well supported and fully included in the school.	<p>Ensure the use of Makaton/ Communicate in Print is used, where needed as a means of communication/ language support with those children who need it. Source CPD opportunities for staff who work directly with these children.</p> <p>Ensure parents remain informed about changes in SEND reforms.</p>	<p>Annual SEND Questionnaire/ Parent view</p> <p>SEND open afternoons/ Parent training events.</p>	HT/Teachers/ SENDCo/ Deputy SENDCo	Ongoing