

EQUALITY PLAN REVIEW 2026

EQUALITY STRAND	ACTION	OUTCOME & IMPACT	When	FURTHER ACTION REQUIRED
All	**Publish and promote this updated Equality Plan through the school website, newsletter and staff meetings.**	A revised 4-year plan was published on the school website in Autumn 2024. Reference to the plan has been made in our weekly newsletters to ensure parents know the plan is in place. Staff are familiar with the document and link it to their subject leader action plans where relevant. They ensure lessons and displays reflect the equality plan. Equality is one of our four key values in our Vision & Values. Certificates are given weekly for children who demonstrate the values in school.	Autumn 2024 & ongoing	Continue to highlight our values to both pupils and parents and make reference to these in a range of ways e.g celebrations, displays, workshops etc. Include question about parent awareness of Equality Plan in our next annual survey – Spring 2027 *(Ofsted's ParentView took the place of our own parent survey in Spring 2025)*.
All	**Robust monitoring and analysis of pupil achievement by race, gender, disability and other relevant vulnerable groups (e.g Pupil Premium) acting on any trends or patterns in the data that require additional support for pupils.**	Achievement data is analysed by race, gender, disability and other groups such as PPG, BME and EAL. In 2024, EAL/BME pupils (of which there were seven): 6 achieved the Expected level in SpaG and Maths, 5 in Reading and 4 in Writing. 3 of these pupils achieved	Since Dec 2016 & ongoing	Further work is ongoing to narrow the gap between school PPG outcomes and national non-PPG measures across the whole school. 2026-2027 school development priorities will focus on narrowing the gap and improving outcomes for:

		Greater Depth in SpaG, 4 in Reading and 2 in Maths. In 2025, of the 13 EAL/BME pupils, 100% achieved the Expected level in Maths and were broadly in line with national outcomes for Reading. In 2026, BME/EAL pupils were broadly in line with national in Maths and significantly above national in Reading. BME/EAL pupils working at Greater Depth were significantly higher than national.		- pupils eligible for the Pupil Premium Grant - girls EAL provision remains an ongoing priority due to the increased number of joiners at an early stage of English acquisition.
All	**Ensure that the school's curriculum promotes people that pupils can positively identify with. Ensure it reflects the school's diversity in terms of race, gender and disability.** **Avoid tokenistic coverage.**	Teachers use their yearly curriculum maps to ensure that diversity is well-reflected and planned for. A wide range of texts are used in English that reflect a diverse world. To do this they asked the question: 'If I am ANY pupil in this school, can I see myself/my family represented in the curriculum I am being taught?' Assemblies also include weekly themes that cover the five British Values. Pupils can talk confidently about British Values.	Autumn 2024 & ongoing	Pupils to be more actively involved in the personalisation of the curriculum as we continue to focus on this as a school priority. Use of the School Council to support this.
All	**Recognise and represent the talents of disabled pupils in Gifted and Talented programmes, and ensure representation on the programmes fully reflects the school population in terms of race and gender.**	The school has taken part in G&T Maths challenges against other schools in the Local Authority, over the last two years.	By Summer / Autumn 2027	The SENCo to set up a 'Gifted and Talented' register with an additional column to identify pupils working at Greater Depth.

				Look at a wider range of G&T events to participate in.
All	**Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.**	Displays are much improved and are reflective of both the school's diversity as well as that of the wider community and the UK. Each classroom has a British Values display to refer to. There is also a public BV display in the corridor near to the sensory room. School values display was created in Summer 2019 focusing on the four key values (one of which is 'equality') and promotes diversity.	Ongoing	Work on increasing the number of languages represented in the classes on displays across the school e.g Turkish, French, Hebrew, Ukrainian, Cantonese, Yoruba, Persian/Dari.
Race Gender Equality Duty	**Raise the attainment and progress of:** - **Girls' Reading, Writing & Maths attainment** - **BME & EAL Writing attainment**	KS2 boys' outperformed girls in 2023. Of the 11 boys that met age-related expectations or higher, 36% were BME/EAL (two of whom had only been in the UK for 2 years). 2024: 60% of BME/EAL pupils achieved the Expected Standard in Reading and 50% in Writing. Of these 10 pupils, four had joined the school at the start of Year 5 (or later) from overseas. 2025: Boys outperformed girls in Reading & Writing. Boys achieved higher than all pupils nationally in Reading.	Ongoing	BME/EAL outcomes need to be improved, particularly in Writing. Girls' attainment needs to be more in line with national and the gender gap narrowed.

		EAL/BME pupils made excellent progress in Reading. 2026: Boys outperformed girls, particularly in Reading & Maths.		
Race Equality Duty	**Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body on a termly basis.**	Reports are given to the GB each term. There was one racist incident to report to the GB for 2021-22 and one in 2022-23. There was one racist incident in 2023-2024. Anti-Racism workshops took place in the Summer term 2018 for KS2. 2024-2025: There was one bullying incident that was dealt with swiftly and effectively. There were no racist incidents. 2025-2026: No bullying or racist incidents.	Since Autumn 2016 & ongoing	Weekly PSHE lessons per class support this area. Other work is completed on a need by need basis.
Gender Equality Duty	**Introduce initiatives to encourage girls' interest in STEM (Science, Technology, Engineering & Maths) through:** - **Signposting to clubs/events** - **Mad Science Club (or equivalent)** - **D&T Challenge Cup events** - **Maths challenges / games**	Girls are performing well in Science in both KS1 & KS2. Science Week was re-introduced in 2021-22 and will continue annually (either as a themed week or jointly with another subject as a themed day).	Ongoing	Science and English subject leaders to plan specific activities and work for a joint themed week in Spring 2026.
Disability Equality Duty	**Promote staff/governor vacancies with leaflets /adverts in accessible formats, by involving disabled young people / parents in design and specifically welcoming applications from disabled candidates.**	This is in place via the Teach in Herts website. We would always welcome applications from disabled candidates.	Since Autumn 2016 & ongoing	Further consideration to be given of logos and photographs to be used on/in new school prospectus.

Community Cohesion	**Use of national events to promote and gain a wider understanding of the diversity of UK society (and how our school reflects UK diversity) through assemblies, PSHE, School Council. Extend links to Black History Month, European Day of Languages, Deaf Awareness Week, International Week, Britain since 1930s History, literature, arts etc,**	Assemblies link to PSHE and British Values each week. Religious festivals are also covered in assemblies with visitors, where relevant. Members of the local community e.g vicar of village church, local rabbi, PCSOs come in to speak to the children. Celebration assembly to celebrate the 100th birthday of local resident was held. The school has celebrated Black History Month, Deaf Awareness Week and has made other links to community/world events through the curriculum. A school council is in place that meets regularly. Work was carried out with the local Heartwood Forest re: tree planting (Summer 2018).	Since Autumn 2016 / ongoing	School to consider the promotion of other themed weeks linked to the curriculum as well as UK/world events and charities. The school joined with other St Albans schools in the Spring term 2022 to raise money for Ukrainian refugees. Themed weeks to be planned for 2024-2028 that cover world religions and associated festivals and celebrations e.g Diwali, Eid, Shabbat. 2026-2027's themed weeks: Anti-Bullying Kindness (linked to NSPCC)