

Name of Academy: Fernhurst Primary School

Date: 6/3/25

This Action Plan forms part of the Fernhurst Academy's Equality, Diversity and Inclusivity Policy.

Monitoring the impact of this policy will help highlight any differences between pupils/students and staff from different protected groups and decide if any further action will be necessary to meet particular needs and to improve the performance and attendance of pupils and welfare of staff from different groups in our commitment to the equality and diversity agenda, creating an inclusive environment.

Objective 1
To enhance the curriculum to further represent other cultures and faiths.
Rationale for this objective
To ensure that all pupils leave Fernhurst with respect for all people, regardless of faith, gender, race or sexual orientation.
Actions required to achieve objective
For curriculum units to include a purposeful balance of race, religion and minority group representation. To develop staff awareness of how to deliver lessons including sensitive topics based on EDI. For enrichment opportunities to include a diverse range of experiences including multi faith visitors and disabled guest speakers. Displays to actively promote diversity, as applicable. A wider range of diverse texts to be sourced and integrated into the library. Work with families when planning trips and enrichment activities to identify ways to enable pupils with all faiths to participate.
How success of the objective will be measured
LTP will demonstrate a range of units to incorporate different cultures and faiths and review of the impact of this curriculum will show that this has been effectively delivered.
Timeframe outline
By 2027-2028

Objective 2
To further raise pupil awareness of differences within the wider society and actively promote respect and tolerance.
Rationale for this objective
To increase awareness of differences within society and develop respect for different groups.
Actions required to achieve objective
<p>All staff to complete British Values CPD (National College) to support them in enhancing this provision throughout the curriculum.</p> <p>CPD to be sourced in line with needs identified.</p> <p>Curriculums will underpin diversity and equality through age appropriate discussions and experiences.</p> <p>Visitors to enhance the curriculum (through assembly presentations and enrichment opportunities) will represent a balance of gender, race, disability and will challenge stereotypes.</p> <p>A wider range of texts will be available in the school and class libraries.</p> <p>People studied within the Explore Curriculum will include a balance of race, faith and gender.</p>
How success of the objective will be measured
Pupil understanding will increase, evidenced in pupil surveys and conferencing.
Timeframe outline
By 2027-2028

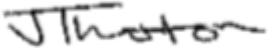
Progress against Objectives

Objective 1:

Review Date:	Summary	Impact

Objective 2:

Review Date:	Summary	Impact

Signed: 

Date: 6/3/25

Headteacher