



Our Lady of the Rosary School Equality Plan 2026 – 2028

Review Date September 2028

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time frames?	Early success indicators
All	Publish and promote the Equality Plan through the school website, briefings and staff meetings.	The whole community is aware of the Equality Plan.	Head and SLT	Ongoing	Staff are familiar with the principles of the Equality Policy and use them when planning and creating displays. Parents are aware of the equality plan.
All	To monitor and analyse pupil achievement by race, gender, birth date and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender, birth date and disability. Ensuring this is monitored in pupil progress meetings.	All teachers. Assessment Lead.	Each year in Terms 2,4 and 6.	Data will show that the gap is narrowing.
All	To analyse attendance data and improve attendance even further for those with lower attendance and/or patterns of lateness.	Through monitoring attendance and attainment.	Attendance Team Assessment Lead SENDCo and PP Lead	Termly	Attendance will improve and lateness decrease.
All	To raise the attainment and progress of pupils entitled to Pupil Premium and those with SEND across the whole school in reading, writing and maths.	Achievement data analysed.	Headteacher / PP Lead / SENDCO	Each year in Terms 2,4 and 6.	SEND and PP progress is on track or above.

All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability. Including the choice of reading materials for class use and the library.	Increase in pupils' participation, confidence and achievement levels. Pupil questionnaires/ pupil voice.	Curriculum Leads through monitoring. Inspirational Week.	Ongoing	Increase in participation and confidence from targeted. Feedback from questionnaires.
All	Ensure all pupils are given opportunities to make a positive contribution to the life of the school, e.g. through JLT, Chaplains, Habit of Mind Leaders, Class assemblies, Class Masses and fundraising.	JLT representation to be monitored by race, gender and disability. Children given more involvement in ways they can contribute.	All staff SLT to monitor	Ongoing	All children feel they are involved and take an active role in school life.
All	Continue to identify and respond to equality incidents and report in file. Report the details to Bristol City Council and Governors.	Governing body to use data to assess school's response to incidents.	SLT Governing Body		Staff are aware of equality incidents and how to report them.
Race/ Religion	Ensure that there is a programme of visits and visitors from a variety of religions, faith and cultures.	Pupils will have the opportunity to discuss their awareness of other religions, faiths and cultures.	RE Lead SLT	Ongoing	RE plans, visit and assemblies to promote diversity.
Gender	The gender imbalance in reflection time is investigated and addressed.	Analyse pupils attending lunchtime reflections and identify trends.	SLT	Ongoing	There is no gender imbalance in the application of the behaviour policy.
Gender	All toilets to be non-gender specific	All toilets on site will be non-gender specific.	Governors and Headteacher	Ongoing	Children show no concern using gender neutral toilets.

Disability Equality Duty	All members of the school community have the opportunity to make it known that they have a disability (including a hidden disability). Add a question to entrants, do you regard yourself as disabled?	Monitor forms at start of year and ensure provision is made.	SLT, Office	Ongoing	All parents, pupils and staff feel their needs are catered for if they have a disability of any kind.
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