

## Single Equality Action Plan 2025/26

# Penruddock Primary School

This Single Equality Action Plan is aligned directly with the school's Self-Evaluation Form (SEF). Equality priorities are identified through analysis of attendance, participation, behaviour, pupil voice and safeguarding information. Actions within this plan support continuous improvement across the Ofsted inspection areas, ensuring equality is embedded in everyday practice rather than treated as a standalone priority.

### Equality Action Plan 2025/26

Priority Area	SEF Link	Key Actions	Timescale	Monitoring & Evidence	Lead
Attendance & Persistent Absence	Behaviour & Attitudes / Leadership & Management	Early identification of attendance concerns; targeted and proportionate support; partnership working with families and attendance officers.	Ongoing	Attendance data; support plans; HT reports to governors	Executive HT / HoS
Access to Enrichment & Extra-Curricular Opportunities	Personal Development / Quality of Education	Provide a broad and balanced programme of enrichment; monitor participation to ensure equitable access; adapt provision based on pupil voice.	Termly	Club registers; pupil voice feedback; SDP enrichment actions	HoS / Subject Leads
Inclusive Practice (SEND, Vulnerable Pupils)	Quality of Education	Ensure adaptive teaching and reasonable adjustments meet the needs of all pupils;	Ongoing	Provision maps; pupil progress meetings; SEND reviews	Executive HT / SENCo

		monitor access and outcomes without over-reliance on small cohort data.			
Bullying, Racism & Discrimination	Behaviour & Attitudes / Personal Development	Maintain zero-tolerance approach; ensure pupils understand how to report concerns; reinforce inclusive values through PSHE.	Ongoing	Behaviour and safeguarding logs; PSHE curriculum	DSL / All staff
Pupil Voice & Leadership	Personal Development	Ensure inclusive and accessible pupil voice structures; encourage participation from all pupils over time; monitor representation across year groups.	Annual cycle	School council records; pupil surveys; HT report	HoS
Parental Engagement & Consultation	Leadership & Management	Increase engagement with surveys and consultations; provide flexible and accessible opportunities for parental involvement.	Annual	Survey response data; parent feedback; governor reports	Executive HT
Governance & Strategic Oversight	Leadership & Management	Ensure governors receive regular equality updates; consider equality and	As vacancies arise	GB minutes; governor training records	Chair / Clerk

		diversity when future vacancies arise.			
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### **Monitoring and Review**

The impact of this action plan will be reviewed annually as part of the SEF cycle. Progress will be monitored through quantitative data and qualitative evidence, recognising the context of a small school. Findings will inform updates to the SEF, SDP and Headteacher's reports to governors.