

St Mary's Racial Justice Equality and Diversity



ACTION PLAN

Objective	Strategies and Actions	Success Criteria	Monitoring and Evaluation	Responsibility	Resources and Budget	Timeline
Increase student sense of belonging in annual pupil surveys by July 2026	- Establish Student Voice Forums focused on belonging (termly, diverse representation, feedback to SLT/governors) LINK to school council - Launch a Whole-School Belonging Initiative ("Belonging Week", peer mentoring, buddy systems, pre/post surveys) - Embed inclusive practices in classroom routines (staff training, classroom audits, regular review of displays/resources)	- 20% increase in "sense of belonging" scores in pupil surveys - 100% participation in Belonging Week activities - All classrooms audited and updated for inclusivity	- Annual pupil surveys - Focus group feedback - Classroom audits - Participation records	- Subject Leader (RJED), Pastoral Lead, SLT, All Staff	- CPD budget for training - Resources for displays - Survey tools (internal)	ONGOING
Increase number of curriculum topics that include representation of diverse cultures by July 2026 for implementation September 2026.	- Conduct curriculum audit and mapping (identify gaps, action plan, share exemplars) - Collaborative planning workshops (cross-curricular sessions, external/community input) - Develop and share a	- where possible subject schemes include diverse cultural representation - Resource bank accessed by all departments - All subjects	- Curriculum reviews and audits - Lesson observations - Staff and student work scrutiny	- Subject Leaders, Curriculum Team,	- Cover for workshops - Digital platform for resource bank - External expert fees	ONGOING

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	digital resource bank (texts, media, artefacts, adaptation guidance)	evidence integration in planning				
Embed Catholic Social Teaching principles in all possible subject schemes by September 2026	- Review and revise schemes of work for explicit CST inclusion (planning templates, exemplars, peer moderation) - Deliver targeted CPD on CST principles	- 100% of schemes reference CST principles - Positive staff feedback on CPD	- Scheme of work scrutiny - Peer moderation records - Staff reflection logs	- Subject Leaders, RE Lead, SLT	- CPD budget - Planning templates	ONGOING
2.1 Deliver termly RJED CPD/ Sharing of information to of teaching staff by July 2026	- Develop termly RJED CPD programme (external experts, peer-led, online modules)	- 100% staff attendance at RJED CPD - RJED Champions active in all departments - Improved staff confidence (CPD evaluations)	- CPD attendance logs - Staff feedback surveys - Coaching logs	- CPD, SLT	- CPD budget - Release time	ONGOING
2.2 Integrate RJED themes into subjects where possible	- Subject leaders aim to plan RJED integration in two units - Implement lesson study and collaborative enquiry cycles (planning, observation, reflection, sharing)	- All subjects evidence RJED integration in at least two units - Lesson study outcomes shared across departments	- Planning documentation reviews - Lesson observations	- Subject Leaders,	- Planning time - Cover for lesson study	ONGOING

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2.3 Increase use of diverse resources in classrooms by 50% by July 2026	- Audit and procure diverse resources (books, artefacts, displays) - Involve students in resource review and recommendations (student councils/diversity groups, feedback mechanism)	- 50% increase in diverse resources in classrooms (baseline vs. end-of-year audit) - Student feedback evidences improved representation	- Resource audits - Student feedback - Classroom observations	- Subject Leaders, Student Councils	- Resource budget	ONGOING
Increase student participation in RJED events by July 2026	- Expand and promote RJED events (cultural days, guest speakers, workshops, multi-channel promotion) - Establish RJED student ambassador roles (training, co-design, recognition)	- 30% increase in event participation (baseline vs. end-of-year) - Student ambassador programme established and active	- Event participation records - Ambassador logs - Feedback from events	- RJED Coordinator school council	- Event budget	ONGOING
Achieve 95% positive feedback from parents and students on RJED curriculum by July 2026	- Implement termly RJED-specific surveys for parents and students - Hold focus groups and share RJED developments (newsletters, website, info evenings, open classrooms)	- 95%+ positive feedback in surveys - High engagement in RJED communications and events	- Survey analysis - Focus group minutes - Communication engagement metrics	- RJED Lead, Parent Liaison, Communications Team	- Survey tools - Communication	ONGOING