



Pinewood Equality Action Plan 2022-24

Equality Action Plan Objective	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
Promote positive attitudes towards people with disabilities and support children with disabilities fully in school life To promote that many disabilities are hidden e.g. ASD	Children understand and respect people with disabilities. Pupils with a disability participate in extracurricular events. Pupils understand that disability should not define a person. Children understand how people with disabilities can be supported. Teachers empowered to support our children with disabilities to the best our provision will allow		Inform governors of equality work in gov meetings	Termly meeting with SEND governor	Annual reports to governors
Actions	Timelines	Staff responsible	Resources – Time/CPD		Resources - Financial
TAs visit special school to observe and seek out good practice	2.02.23	SENDCo	TR and TK visit – HT visit too in Sep		NA
Plan positive experiences of disability into teaching e.g. signs and symbols, disabilities displayed through story	Story times Disability theme	Head Teacher	Staff meeting, stories		£200
Hold an assembly on disability and difference	Assembly once a term ongoing	Head Teacher	Assembly time		NA
Provide special opportunities, visitors related to disability awareness e.g. canine partners assembly	Assembly ongoing	Business manager Head Teacher	Assembly time		£100 donation raised from school stakeholders
Provide assemblies for children on protected characteristics including hidden disabilities	Each term ongoing	SENDCo/Head Teacher	Assembly time, books		NA
Purchase books that provide positive images of people with disability	Autumn 2022	Head Teacher	Books in the foyer		As part of the £200 above
To ensure pupils in school with disabilities in KS1 attend an extra curriculum club	Spring 2024	Business manager	Liaise with parents regarding this		Part of our PE grant
To encourage Y2 children with disabilities to attend residential	Summer 2023 Spring 2024	Head Teacher	Liaise with parents regarding this, hold a parent meeting, ensure additional support is put in		NA

			place so child can access all activities	
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Equality Action Plan Objective	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
Promote positive attitudes towards different ethnic minority groups and children from different cultures	Children know about and value each other's cultures and religions Any racist incidents and acted on promptly and children are educated accordingly Parents are satisfied with responses of dealing with incidents		Governors ratify policies Questions around data Governors challenge reporting of incidents	Termly meeting of working party with head teacher to being April 2023 with Safeguarding/SEND governor	Annual reports to governors
Actions	Timelines	Staff responsible	Resources-Time/CPD		Resources-Financial
Identify, respond and report racist incidents and report to governing body termly and LA annually	On going	Head Teacher	See anti-bullying policy and reporting to racial incidents on the portal		NA
To ensure all communities, however small feel valued and represented in our school – staff meeting to raise awareness and plan moving forward and children show a basic awareness	6.3.23 staff meeting	Head Teacher	To be decided at staff meeting		British values ambassadors support this
Language lead to support with ensuring home languages are represented in some way in the classroom	8.3.23	Becky Guy	To be provided for each class and a PowerPoint to use in classes		This needs more work moving forward
As we have had a lot of families join us from Hong Kong – attend LA meeting on how to support and raise profiles in assemblies	Feb 2023	HT			Ideas given
Assembly on Hong Kong for the children – invite in new parents from Hong Kong	9.3.23	Head Teacher	1 hour meeting with parents and plan an assembly		Extremely well attended and the families made such an effort with a power point and their assembly-please see school website

Art block of work Spring 2024 to embrace Hong Kong culture and Hong Kong families involvement	Feb 2024	Emma Walker	Time and art resources £100	
Block of work on Diwali through the year groups	October 2023	Head Teacher	Time	
Spirited Arts celebrating similarities of spirituality	July 2024	Head Teacher		
Future Developments				
Continue with the above capitalising on the different cultures we have in school Further involvement from parents				

Equality Action Plan Objective	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
To ensure gender equality in terms of outcomes, take up in clubs	Clubs are attended by both boys and girls A range of clubs mean all interests are accommodated		Governors ratify policies Questions around data Governors challenge reporting of incidents	Termly meeting of working party with head teacher to being April 2023 with Safeguarding/SEND governor	Annual reports to governors
Actions	Timelines	Staff Responsible	Resources – Time/CPS		Resources – Financial
Monitor extended provision to ensure engagement from both boys and girls in all clubs	Last week of each term	DAJ			
Increase number of positive male role models within the school e.g. assemblies, rock steady, PE, middays,	ongoing	HT	Rock steady, musicians, middays, assemblies, reading day (dads)		
Inter-school competitive activities – quad kids, athletics, cross-country	One each term 2023-24	DAJ			
Future Developments Monitor clubs in regards to gender, race, disability					

Equality Action Plan Objective	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
To ensure equality and diversity is represented fully in our curriculum	Celebrations of cultural diversity are woven through curriculum provision – where possible covered in depth but if not through assemblies Children’s understanding of local and global community is broadened. Children are tolerant of diversity and celebrate difference. Children can talk about diversity in an age appropriate way		Report to governors Governors undertake pupil voice (summer 2023)	Subject leaders discussion Evidence in planning and curriculum documents	Annual reports to governors
Actions	Timelines	Staff Responsible	Resources – Time/CPD		Resources - Financial
Review brilliant books and diversity texts	Staff meeting 19.04.23	English Lead/Head Teacher			£200
Ensure that the curriculum promotes role models that young people can positively identify with which reflects the school’s diversity in terms of race, gender and disability.	Staff meeting 06.03.23 Inset day 26 th June	HT	May need to adapt long term frameworks accordingly		
Ensure diversity through art as although Take one Picture often does not include artists from different backgrounds it is important that we do	September 2022 Spring 2024	Art Co	Planning document		
Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g Diwali, Eid, Xmas	Ongoing reviewed – 06.03.23 and Inset day 26 th June	HT	Curriculum planning, assemblies, floor books		
Future Developments Faith days Different visits					