



Pinewood Equality Action Plan 2025-27

Equality Action Plan Objective	Success Criteria		Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p><b>Promote positive attitudes towards people with disabilities and support children with disabilities fully in school life</b>  <b>To promote that many disabilities are hidden e.g. ASD</b></p>	<p>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</p>		<p>Inform governors of equality work in gov meetings</p>	<p>Termly meeting with SEND governor</p>	<p>Annual reports to governors</p>
Actions	Timelines	Staff responsible	Resources – Time/CPD		Resources - Financial
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		NA
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
Continue to keep stock of books that provide positive images of people with disability	Summer Term	Head Teacher	Books in the foyer		£50
To ensure pupils in school with disabilities in KS1 attend an extra curriculum club	Annually	Business manager	Liaise with parents regarding this		Part of our PE grant
To encourage Y2 children with disabilities to attend residential	Summer 2025 and 2026	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	Spring term 2025	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 and EAL training for teachers	Spring and Summer 2025	Becky Guy	Staff meeting on completion of training and integrated into classes in 2025-26	£250 CPD pot
Assemblies on countries of origin for some of our minority groups e.g. Hong Kong	Summer 2025 Summer 2026	HT	Inform families in advance to ascertain whether they can support in any way regarding resources	

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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	Termly meeting with BM	Annual reports to governors

			Governors challenge reporting of incidents	
<b>Actions</b>	<b>Timelines</b>	<b>Staff Responsible</b>	<b>Resources – Time/CPS</b>	<b>Resources – Financial</b>
Monitor extended provision to ensure engagement from both boys and girls, and children with additional needs 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	DAJ		

<b>Equality Action Plan Objective</b>	<b>Success Criteria</b>	<b>Governor Involvement</b>	<b>Monitoring &amp; Evaluation Methods</b>	<b>Reporting Progress</b>
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
<b>Actions</b>	<b>Timelines</b>	<b>Staff Responsible</b>	<b>Resources – Time/CPD</b>	<b>Resources - Financial</b>
Review brilliant books and diversity texts	Autumn 2025	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.	Revisit in staff meeting Summer 2025 in preparation for 2025-26	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	September 2022 Spring 2024	Art Co	Planning document	

backgrounds it is important that we do				
Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g Diwali, Eid, Xmas, synagogue visit	Ongoing	HT	Curriculum planning, assemblies, floor books	