

Shillington & Stondon Federation – Equality Objectives 2022-2025 (forms part of Equality Policy)

Date: March 2022 (updated Nov 2025)

Objective	Actions	Next Steps 2025 Onwards
<p>Ensure the school environment is appropriate to promote the participation and independence of all pupils</p>	<ul style="list-style-type: none"> • Monitor accessibility for pupils and adults with physical disabilities • Classrooms are optimally organised • All SEND children to be detailed on a support register and have individual pupil provision plans • Ensure that all pupils with a disability can access sports activities 	<ul style="list-style-type: none"> • Specific question included in parent survey re effectiveness of schools promoting awareness of disability, equality including hidden disabilities, mental health and wellbeing • Implement any specific advice about room layout/organisation (EY/class with pupils with physical disabilities/difficulties) (ongoing) • Pupil Provision Plans to be updated regularly with parents and carers (ongoing) • Sports activities and equipment adapted to meet the needs of all pupils to ensure full participation and extra adult support is provided and used where it is needed
<p>Promote high awareness of disability equality, including hidden disabilities, mental health and wellbeing</p>	<ul style="list-style-type: none"> • Whole staff CPD on awareness of disability and its impact where appropriate and timely • All staff (relevant to role) to attend Autism awareness training and other specific training related to schools • Implement a range of language training including Lift Off to Language and Blanks to promote understanding of vocabulary, and promote meaningful communication – as well as specific language intervention for specific needs • Provide support for pupils to enhance emotional wellbeing 	<ul style="list-style-type: none"> • All staff to have regular emotional health updates and training opportunities • Continued access for staff to “Care First”, an employee support service, and weekly webinars available • SENDco to source new Autism training for next academic year • SENDco and EYFS Communication champion training (scheduled for Jan 2026) • Zones of Regulation approach adopted by both schools to help children identify how they are feeling, promote the understanding of different feelings, and to develop children’s resilience • All staff have undertaken Therapeutic Thinking training. New staff to have training as part of induction.

		<ul style="list-style-type: none"> • Staff have had inset training (Sept 2025) on behaviour including behaviour strategies and approaches.
Promote diversity within the community	<ul style="list-style-type: none"> • Inclusion of different faiths and cultures within the curriculum – deliberate and active choice to promote texts from other cultures, geographies and faiths (focus remains during move from Literacy Tree Scheme to Essential Writing) • Utilise school trips to support cultural diversity eg Faith tour • Promotion and discussion of school values through weekly, and promotion of a different value each month, including within lessons and awards 	<ul style="list-style-type: none"> • Opportunity for all Years 3 and 4 to attend Faith Tour at Queens Park, Bedford • At least one text including strong diversity elements to be studied in all years during each academic year. • The nine protected characteristics to be taught to children.