

Shillington & Stondon Federation - Equality Objectives 2022- 2025

Date: March 2022 (updated June 2023)

Objective	Actions	Next Steps 2023 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 physically 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 disabilities can access sports activities 	<ul style="list-style-type: none"> • Stakeholder questionnaire used to inform actions and update action plan to be incorporated into Parents' Survey, or separation questionnaire to be issued in 2024 • 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 e.g. swimming; minibus transport for mobility issues
<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: Eklan, 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 • use of the pupil attitudes to school and self (GL survey) to be used for targeted interventions as required • Autism awareness training, and Attachment awareness training (led by Jigsaw staff member) to be provided in next academic year.

		<ul style="list-style-type: none"> • Two staff from each school to access mental health training from DfE during 2024.
<p>Promote diversity within the community</p>	<ul style="list-style-type: none"> • Inclusion of different faiths and cultures within the curriculum – deliberate and active choice in the use of the Literacy Tree Scheme to promote texts from other cultures, geographies and faiths. • Utilise school trips to support cultural diversity eg Faith tour • Promotion and discussion of school values through weekly assemblies led by Head of School, 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 • CPD staff training to increase subject knowledge (Lat Blaycock, RE Today) completed at January Inset day. • At least one text including strong diversity elements to be studied in all years from September 2023