Holyport CE Primary School & Foundation Unit

Equality Policy and Objectives 2021 - 2025

Priority issue and objective		Category	Related Tasks	Responsibility	Date	**Review/impact assessment** (Progress towards objectives to be reviewed annually)
1	To promote awareness of mental wellbeing and further support the Social, Emotional and Mental Health of all pupils to enable effective teaching and learning and to raise self-esteem and confidence, as a result of the effects of the pandemic.	ALL	• Introduce Mindfulness Mondays	PSHE Lead	September 2020	Review 2022 Mindfulness Mondays took place and supported the children's recovery and mental health, Emotional Wellbeing champions have continued this work, building on the mental health themes with activities to engage the children in. New PSHE Lead from Sept 2022 Zones of regulation and emotional coaching training for teachers took place Our PHSE Lead plans to take part in a webinar on ***"Supporting parents and carers with their children's emotional wellbeing" on 10/5/23*** Also the Head/DSL & SENCO has referred children for use of Family Friends anxiety group, Play therapy through Early Help and we have a number of children attending ESTEEM group.
			• Review Mental Health policy in light of Covid Pandemic	PSHE Lead	July 2021	
			• SLT and link governor (Standards Committee) to monitor and evaluate the delivery of PHSE curriculum for impact	Head/Standards Committee	October 2021	
			• Zones of regulation established and used to develop and support pupils with self-regulation	Head/SENCO	September 2021 – ongoing	

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2	Embed a culture and attitude where use of discriminatory language is challenged and children receive education based upon eliminating such language.	ALL categories: Race Disability Gender Religion or Belief Sexual Orientation Age	• Whole staff training	Head/PSHE Lead	Ongoing	Head and PHSE Lead has tried to find external training, but unfortunately none have responded. Diversity week took place in 2021/2, and will take place in June 2023 Black History topic was included in Autumn Term planning. The children learnt about inspirational black people from throughout history in their classes, and have Black History Month focused lessons across the
			• Review of PHSE & Curriculum to include taught aspects of equality and challenging discrimination.	PSHE Lead/SLT	Summer Term 2021	
			• Introduce an annual Diversity Week to incorporate awareness raising in all categories.	PSHE Lead/SLT/Head	Autumn Term 2020	

			• To include focus on lessons relating to Black History - to challenge any stereotyping			different school subjects, including in PE, Science, English and Music. Theme: 'Time for Change, Action Not Words.' Calendar of cultural events shared with Diversity Gov and events planned.
			• To create an annual schedule of cultural and other events to increase pupil awareness and understanding of different communities	SLT	Autumn Term 2021 ongoing	
			• Use new books and online resources and competitions from groups such as 'Say No to Racism'	Head/PSHE Lead	Spring Term 2021 ongoing	New resources were purchased for the school library – there is a diversity box as well as more modern books in the library. Refer to Amazon Wish List.

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3	**Informing and involving parents and carers** Recognising that some of the groups covered in this policy are more likely to find school inaccessible	ALL categories: Race Disability Gender Religion or Belief Sexual Orientation Age	• Encourage parents to let the school know if they have a particular disability or other need preventing involvement.	Head/ SENCO	Sum 2020 onwards	The school write an email to those parents who did not attend the parents evening and teachers reach out to those who may have accessibility issues. We tried to continue to virtual parents evening, as this could be a way to help be more inclusive, however, parents preferred in person. Numbers dropped for virtual sessions.
			• Reach out to parents above and those who do not attend parents evenings to discuss reasons/any accessibility issues	SENCO/SLT	Sum 2020 onwards	
			• Reach out to parents who have had no or little direct contact with the school	Head/SLT	Sum 2021	

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4	Supporting learners with particular needs, in particular the progress of children with Special Educational Needs such as dyslexia	SEND	• Introduce a 3 way online survey (Microsoft Form) of SEN pupils needs (pupil/parent/teacher)	HEAD/SENCO	Sum 2021 onwards	Still an action to take place in 2022/23
			• Audits on Classroom, as part of Inclusion Charter – for meeting sensory needs of pupils e.g. ASD	SENCO	Termly learning walk and annual self-audit for teachers	New SENCO - Still an action to take place in 2022/23
			• Seek funding for the formation of a sensory room and Quiet time area for ELSA	Head/SENCO/ ELSA	Aut 2021 plans	In progress through support from the HSA – HAPPY PLACES PROJECT.
