



Farnborough Road Infant School

Equality Objectives 2022-2023



As part of our ethos of *'Learning, caring and achieving together'*, Farnborough Road Infant School's Equality Objectives are designed to promote a fair and more equal school community in line with our duty under the Equality Act. These objectives will be reviewed on annually.

Objective	Strategies	Success Criteria	Review 2023 Mid-Year Review Feb 2023 End of year Review June 2023
<p>To increase the awareness of Neurodiversity across the whole school community- further develop our features as a neuro diverse friendly school.</p>	<p>Provide on-going community training to support all children with autism and other hidden disabilities with the use of differentiated planning, visuals and other resources.</p> <p>Identify individuals with relevant experience/ expertise within school who can act as mentors for other staff.</p> <p>Review and audit the learning environment across school to ensure maximum support for children with neurodiversity conditions.</p> <p>Create, deliver and maintain age-appropriate lessons/workshops to identify what all pupils know and understand about neurodiversity issues.</p> <p>Monitor and analyse pupils with neurodiversity conditions- attendance/attainment/ achievements. To action any trends or patterns that are identified as requiring additional support.</p>	<p>All teaching /pastoral staff have the practical knowledge to work with children with neurodiversity conditions confidently.</p> <p>Children understand why some pupils behave and play differently from others, to promote empathy amongst all groups of pupils and to encourage greater participation with pupils with neurodiversity conditions thus avoiding children being excluded from games, parties, excursions, etc.</p> <p>Children with a neurodiversity condition are given the maximum support to achieve their fullest potential. Help to identify any gaps in provision.</p> <p>Classrooms are provided with appropriate posters, books, DVDs, soft play toys, etc. encouraging participation between different groups of people.</p>	<p>Ongoing training for Staff regarding increasing awareness of neurodiversity</p> <p>ASD training</p> <p>OT and Sensory training</p> <p>Boxall training and Nurturing environments</p> <p>Classroom resources</p> <p>Calm Box Training June 2023</p> <p>Audit of learning environment completed in Summer Term 2022 and repeated in Autumn Term 2023 based on recommendations supporting children with neurodiverse conditions.</p> <p>Audit of resources to support pupils with neurodiverse conditions</p>

	<p>Review and audit existing resources to promote neurodiversity and to support all pupils in improving their understanding and knowledge.</p> <p>Liaise with specialist schools to create projects and initiatives that will help all pupils understand neurodiversity conditions better.</p> <p>Establish 'Coffee and Chat' mornings to help parents/carers with children with neurodiversity conditions to develop positive networks across the school and the wider community.</p> <p>Actively promote and champion achievements /milestones of pupils with neurodiversity conditions across the school and wider community.</p> <p>Create a whole school fund raising event across one term; involving all classes creating and delivering their own fund raising activity for one or two local charities that support neurodiversity children.</p>	<p>Positive role models created to increase understanding amongst, pupils, staff and parents- fostering good relationships.</p> <p>Opportunities to meet, liaise and develop positive working relationships with parents/carers of children with neurodiversity conditions.</p> <p>Self-confidence/esteem increased and inter-personal skills improved to make them feel like contributors rather than recipients.</p> <p>Work Celebrated by the whole school in bringing greater understanding of neurodiversity conditions to all school stakeholders.</p> <p>Children embrace difference and diversity.</p>	<p>Purchase of additional resources and making of additional resources for classrooms eg calm corners, sensory tents, tents for calm down areas.</p> <p>Sharing of information half termly to parents about different neurodiverse conditions</p> <p>Features on Newsletters include Deaf Awareness 13th May 2022 ASD (composed with parent) 25th November 2022 ADHD 12th May</p>
<p>To promote cultural equality of different races within our school/ community</p>	<p>Provide all staff and governors with on-going training and support to enable them to improve their knowledge of equality legislation and to be more confident in teaching and promoting equality in the classroom and the whole school environment.</p>	<p>Staff confidence in understanding equality and diversity issues and using appropriate language and terminology when working with pupils is improved.</p> <p>There is a whole school approach to tackling prejudice promoting diversity.</p>	<p>Staff and Governor training (1st September 2021)</p> <p>Parental information provided on Equality and Diversity on the newsletter 13th May 2022</p> <p>Staff confidence in understanding equality and diversity issues</p>

	<p>Establish a member of staff to act as the school's Equality Champion. To act as a point of reference and to co-ordinate staff's ideas and initiatives.</p> <p>Monitor and analyse data based on attendance, attainment and achievement by racial background. Review and audit what multi –racial/cultural resources exist in each classroom and across the school environment- books, DVDs, dolls and role play models, posters, etc.</p> <p>Review and audit the current curriculum to ensure that pupils are experiencing multi – racial/cultural perspectives in their learning- text, imaging, role models etc</p> <p>Help all pupils understand the importance of using appropriate language when referring to people from different backgrounds / cultures, and why saying the wrong things can cause upset and misery for those children.</p> <p>Invite positive role models from different racial/ cultural groups into school to talk at an assembly- a black police officer- an Asian firefighter. A local shopkeeper who arrived here from a different country. Ensure posters and other display materials have people from different backgrounds and cultures represented.</p> <p>Establish an itinerary of visits/ visitors to cultural events/ places of worship/ food outlets</p>	<p>Gaps in provision indicate where additional support is required</p> <p>All pupils have the opportunity to see people from different countries/ backgrounds in positive and active roles.</p> <p>Children have the opportunity to learn about different backgrounds/cultures to help them understand that the country they live in is shared with people from different backgrounds and culture than their own.</p> <p>Children understand the importance of using the right words /terminology which in turn will help develop their own sense of understanding, awareness and empathy towards people from different races/cultures.</p> <p>Children understand that they are I different but the same. FRIS promotes positive imaging across the school Diversity is reinforced as a positive aspect of school life.</p> <p>Opportunities for pupils to learn about different foods, customs, dress, beliefs etc. created. Relationships between school and exterior businesses and individuals from diverse cultural backgrounds created. Community cohesion in action.</p> <p>Children provided with the opportunity to experience life in a different country</p>	<p>baseline measured by questionnaire (to be repeated annually to measure impact)</p> <p>Equality Champion named and shared with FRIS community</p> <p>School resources audited and new resources purchased to promote Multi-racial and cultural school</p> <p>School curriculum reviewed and audited to ensure pupils are experiencing multi-racial //cultural perspectives in their learning See Equality and Diversity Curriculum overview Positive role models promoted through the curriculum and through visits and visitors – different backgrounds and cultures</p> <p>Posters promoting equality and diversity – Elsie Gravel in school environment and website</p> <p>Whole school Equality Day celebrated Summer 2022 each year groups celebrating a different continent and classes different countries within that continent</p>
--	---	--	--

	<p>etc. to allow pupils to experience the richness and diversity of different cultures that exist in our locality. Incorporate within the existing curriculum requirements</p> <p>Develop links with a school in another country- Africa, Asia, South Pacific. Develop joint work projects, exchange cultures through education.</p> <p>Establish a 'whole school ' equality project that looks at all aspects of a particular country / continent. Exploring food, costume, music, dress, money, etc.</p> <p>Review recruitment practices and volunteering opportunities with regards to encouraging applications from people from different racial/cultural backgrounds.</p>	<p>with different cultures. Demonstrate to them how other children live and are educated</p> <p>Children provided with an opportunity to experience difference in greater detail and to have them understand differences, prejudices and to promote greater understanding. Culminate in visual displays, whole school assembly with parents and guests, short presentations</p> <p>Encourage applicants from as wide a field as possible. Having a more diverse workforce will encourage greater participation from a wider population to get involved with school</p>	<p>exploring dress, food, culture. Music.</p> <p>Links with Blossom Hill Academy in Ghana established through Greenbank High School and Farnborough Road Juniors – Headteacher to visit our school on Monday 13th March to observe our education culture and further develop joint work projects.</p> <p>Diversity Week celebrated with ARTS Week 26th June theme Where in the World?</p>
--	--	--	--