

Frome Valley Equality Objectives 2022-2026: Annual Review

Objective	Why we have chosen this objective	To achieve this objective, we plan to:	Progress we are making to achieving this objective (annual review) JUNE 2023
To audit and diversify our curriculum	Through our DEI training on diversifying the curriculum, we need to look at our curriculum through our DEI lens and look to see how we decolonise our curriculum.	<ul style="list-style-type: none"> ● Feedback to staff on diversifying our curriculum (JT) ● Looking at our curriculum through our DEI lens ● Identifying where we can promote our DEI work more clearly. ● Ensuring that special school weeks promote our DEI work. <p>RAG: AMBER</p>	We have increased our knowledge of diversifying the curriculum as well as looking at our curriculum through our DEI lens. Our next step for 2023-2024 is to identify more clearly where we can promote our DEI work.
To ensure our school library area promotes the 9 protective characteristics (age appropriate)	We are working on creating a new library area in the school. We want to promote our DEI work and the 9 protective characteristics within our school library. The library has not been updated for over 10 years and does not reflect the world we live in.	<ul style="list-style-type: none"> ● Staff to purchase books for the school library (Foyle Foundation grant) that includes DEI books. ● Staff to read the books to children to promote discussions at age-appropriate levels. <p>RAG: AMBER</p>	When purchasing books for our new school library, we ensured our library selection promoted DEI much more thoroughly. This included the selection of authors as well as the selection of texts, both fiction and non-fiction. We now need to work more on how we promote DEI discussions at age-appropriate levels. We started this in Book Week when we chose some texts that looked at gender bias or stereotypical behaviour. Our DEI lead teacher has also worked with Governors and Support Staff on the 9 protective characteristics. We have also introduced a half termly DEI assembly that is also promoting our DEI agenda with our pupils.
To ensure our DEI agenda is promoted throughout our school	We know that our DEI work will be a 3 or 4 year project. It includes increasing staff awareness as well as keeping DEI an item at the forefront of our minds.	<ul style="list-style-type: none"> ● 1 x teacher and 1 x TA to be our DEI advocates for the school. ● DEI advocates to be trained (Diverse Educators training) ● DEI advocates to lead staff meetings and support staff meetings. ● Half termly DEI newsletters to staff <p>RAG: AMBER</p>	We have worked on this area well though we still need to progress in training our DEI advocates (they are part way through the Diverse Educators training). Our DEI lead teacher has attended other DEI training too. She is now leading DEI work with Governors and is producing monthly DEI newsletters. She has also led support staff meeting on DEI work. We have introduced a half termly DEI assembly that is also promoting our DEI agenda with our pupils.
For staff to address stereotypical and gender biased comments by children.	There are still occasions when you hear children say such comments as <i>“That’s a boy’s game; that’s a girl’s colour”</i> . We want to make sure that all staff are confident in addressing this.	<ul style="list-style-type: none"> ● Staff meeting and support staff meetings to discuss this. ● Feedback on training through Stonewall. ● School to have a script of examples of inequality and how to address these examples (through a clear school structure) ● School to add to these examples as they are heard around the school and to ensure that gender biased comments are addressed immediately. <p>RAG: GREEN</p>	We have worked on this with both staff and support staff through staff meetings and then follow-up meetings. We have created a template script of examples of stereotypical or gender biased comments by children and this script includes how to address these comments. We have also added to these scripts as other comments have occurred. It has been interesting that we have had the most comments in Reception. We will continue to add to these bank of comments as new ones occur. I will also ensure that we revisit this work annually to refresh everyone’s mind on this work. We are also addressing some of this work through our half termly DEI assemblies.
To develop children’s understanding of a wide range of diverse needs, including neurodiversity.	To support our children with their own sense of identity and how they identify other children.	<ul style="list-style-type: none"> ● Developing children’s understanding of a wide range of diverse needs, including neurodiversity - to be part of our curriculum. ● Recognising world autism acceptance week each year. ● A common language to be used by all staff to explain to children that we are all different and have different needs. <p>RAG: RED</p>	Our work on this has only just begun. We held an assembly to recognise world autism acceptance week (and put a display up in our library area). However, we will recognise world autism acceptance week more next academic year. We will also continue to work on other areas of this objective.