

## Deneholm Equality objectives statement action plan 2023-24

Dealing with prejudice					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
The new ASD RB will see children with severe autism joining the school and stakeholders may be anxious and misunderstand their behaviour	To ensure all stakeholders understand the need and behaviours of our new base children	To offer advice and information for all stakeholders via direct teaching of children and newsletter information for adult stakeholders.	The EHT, HoS and teachers.	All stakeholder are confident and our new base children are welcomed and their presence celebrated	To be reviewed in the Spring and Summer terms.
Celebrating diversity					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
Children not understanding the difference is to be celebrated	To ensure that the school celebrates a diverse range of representation	To diversify the range of role models - this will be done via assembly in the Autumn term and incorporated into the school's PSHE curriculum.	The HoS and PSHE teachers.	The school's celebration of difference and success will be conscious and deliberate to ensure children understand the importance of this	To be reviewed in the next Autumn term.
Enabling representation					

<b>Identified concern, with evidence</b>	<b>Equality objective</b>	<b>Actions for improvement, with timescales</b>	<b>Staff responsible</b>	<b>Success criteria</b>	<b>Review</b>
The local area has an increasingly high proportion of BME families, which is reflected in the school's pupils, but not in the composition of the current LSAB	To ensure the school's LSAB is representative of the school's local community.	To actively recruit with diversity in mind for the LSAB meeting at the end of the Autumn term.	EHT	The school's LSAB will be representative of the local community	To be reviewed in the governing board meeting at the end of the Spring term.

### Supporting inclusion

<b>Identified concern, with evidence</b>	<b>Equality objective</b>	<b>Actions for improvement, with timescales</b>	<b>Staff responsible</b>	<b>Success criteria</b>	<b>Review</b>
The new ASD RB will prevent use of the Culford Road gate	To ensure the other gates are as accessible as possible for all members of the school community. Sign post key families to using other gates – especially where they are using gates to ensure separateness of access.	To ensure that the newsletter makes the new arrangements clear	School admin staff	All families access the site without issue.	To be reviewed after the Autumn half-term.