

DIEB Action Plan Woods Foundation

Rationale for Objective 1:	Success Criteria	Governor Involvement	Monitoring and Evaluation Methods	Reporting Progress
<p>Leaders have not clearly matched the characteristics and values they want pupils to develop to the content of the curriculum. As a result, pupils do not have a well-developed understanding of fundamental British values. Leaders must ensure that a strategic plan is developed to ensure that pupils are well prepared for life in modern Britain. - Ofsted.</p> <p>The school is based in a predominantly white British, middle class village and now all staff must consciously prepare the children at Woods Foundation for life in modern day Britain.</p> <p>Protected characteristics covered: All protected characteristics.</p>	<p>Children in all year groups will have increased opportunities to develop a strong sense of their identity where they stand in modern day Britain.</p> <p>Stereotypes will be challenged.</p> <p>Staff will be more aware of antiracism, unconscious bias, the protected characteristics and curriculum content and resources will be more inclusive/representative.</p> <p>Children will know about and value each other's cultures and religions.</p>	<p>Nominated link governor-equality & inclusion or a focus on this for each link governor visit.</p> <p>Focused governor visits.</p> <p>Finance Committee (oversight of training & resource budget).</p> <p>Curriculum Link Governor has oversight of curriculum.</p>	<p>Review of this action plan (termly).</p> <p>Monitor curriculum/lesson plans ☒ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews.</p> <p>Through conversations with children (pupil voice questionnaires).</p>	<p>School SEF</p> <p>School Improvement Plan</p> <p>Executive Headteacher Report to Governors</p> <p>Link Governor Visits</p>
Objective 1:				
To increase understanding of equality, diversity and inclusion by the whole school community including SLT, Governors, staff, pupils and parents				
Actions	Timelines	Staff Responsible	Resources - Time/CPD	Resources - Financial
1.1:	Summer Term 2023	AMac SM	Staff meetings with Deepa Vasudevan NCC x2.	Budget to be identified for staff meetings.

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Staff CPD focused on unconscious bias/ EDI/anti-racism/ the inclusive curriculum.				
1.2: Audit current resources/provision through our curriculum offer for each subject area with regard to the protected characteristics.	September 2023	AMac SM Subject Leaders	Staff meeting Subject Leader time.	Budget to be identified for staff meetings.
1.3: Consciously include key texts and lessons which challenge stereotypes and are representative of modern-day society.	September 2023	All Staff		
1.4: Consult pupils and parents/carers re the impact of the implemented changes through a survey/questionnaire. Follow up with You Said, We Did post on Yammer following evaluation of data collected.	Summer 2024	SM	Questionnaire @ Parents' Evening.	
1.5 Faith Leaders to audit the books used by staff when teaching different subjects and also the books in the new library. Ensure they include EDI.	December 2023	AM SM	Children time out of class/lunchtime	
1.6 To include Netflix Black Voices Reading Books and Virtual Library (with a range of EDI books) on to the school website. Share with parents on Yammer.	May 2023	AM		

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<p>1:7 Create a detailed worship rota that high lights BV and the PC so that all staff and children are aware of these and also how our school values reflect our inclusive ethos.</p>	<p>Summer 2</p>	<p>AM SM KR DW</p>	<p>Staff Planning Time</p>	
<p>1:8 Create a robust LTP and MTP for PSHE that makes British Values and the Protected Characteristics explicit and progressive throughout school.</p>	<p>Summer 2 2023</p>	<p>AM AW</p>	<p>Staff Planning Time</p>	

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Rationale for Objective 2:	Success Criteria	Governor Involvement	Monitoring and Evaluation Methods	Reporting Progress
<p>'Leaders have not strategically planned how the school's provision for personal development will meet the needs of the pupils in this school. The school's vision and values are not matched to the characteristics that leaders would like pupils to develop. This means that pupils are not as well prepared for life in modern Britain as they could be.' - Ofsted.</p> <p>To help promote a sense of belonging at our school that includes all staff, children, parents, carers and governors.</p> <p>Protected characteristics covered: All protected characteristics will be met through our vision and values.</p>	<p>A culture of tolerance, acceptance and respect is evident in school and shared and celebrated in pupils' work/displays.</p> <p>Children have a secure understanding of world faiths.</p> <p>The updated learning environment means that become familiar with a range of inspirational people, seeing beyond culture, colour, age and disability.</p> <p>Children engage weekly in a range of current affairs from UK and around the world, showing increasing empathy and understanding and becoming able to disagree respectfully with each other and the news. Pupils' awareness of diversity and understanding of equality is identified through curriculum plans and captured during pupil voice.</p> <p>Children know about religions other than Christianity</p>	<p>Nominated link governor-equality & inclusion</p> <p>Focused governor visits Finance Committee (oversight of training & resource budget)</p> <p>T&L Governor has oversight of curriculum</p>	<p>Review of this action plan (termly).</p> <p>Monitor curriculum/lesson plans ☒ termly to ensure EDI is incorporated through learning walks, book looks and environment reviews.</p> <p>Through conversations with children (pupil voice questionnaires).</p>	<p>School SEF</p> <p>School Improvement Plan</p> <p>Executive Head Teacher Report to Governors</p> <p>Link Governor Visits</p>

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Objective 2: To ensure that the school's core values of love, respect, peace, kindness, patience and perseverance are at the heart of the curriculum which reflects our inclusive ethos.				
Actions	Timelines	Staff Responsible	Resources - Time/CPD	Resources - Financial
2:1 Create a robust LTP and MTP for RE that makes multi-faith topics explicit and progressive.	Summer 2	KR	Staff Planning Time	
2:2 Consciously include key texts and lessons which link to our school values and prepare children for modern-day society.	September 2023	All Staff	Staff Planning Time	
2:3 Curriculum drivers are explicitly linked to the school values and placed in specific subjects on the MTP.	April 2023	All Staff	Staff Planning Time	
2:4 To plan out and include a range of enrichment activities that focus and include EDI for the academic year 2023-2024 including diversity weeks, assemblies, wheelchair basketball, enrichment visits, themes etc.	July 2023	AM SM DW KR		

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Rationale for Objective 3:	Success Criteria	Governor Involvement	Monitoring and Evaluation Methods	Reporting Progress
<p>Our attainment data demonstrates that boys outperform girl achieving greater dept in maths in the vast majority of year groups. Therefore, we wish to inspire our girls and broaden their experiences to empower them to know they can access further education linked to this subject and other STEM subjects and ultimately jobs linked to this area of study.</p> <p>Protected characteristics covered: Sex, Sexual Orientation</p>	<p>Gender stereotypes are challenged</p> <p>Our Math and Science curriculum has been developed to inspire all children further but especially girls</p> <p>Enrichment activities challenge stereotypes and engage all children</p> <p>All our children are aware of the wider world and the opportunities available to them</p>	<p>Focus of all Governor Visits</p>	<p>Review of this action plan (termly)</p> <p>Monitor engagement</p> <p>Monitor curriculum</p> <p>Through conversations with children (pupil voice questionnaires)</p>	<p>School SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p>
<p>Objective 3: To raise the percentage of girls achieving greater depth in maths in every year group across school.</p>				
Actions	Timelines	Staff Responsible	Resources - Time/CPD	Resources - Financial
<p>3.1: Host an Aspirations/Careers Week linked to different subjects/career opportunities to challenge stereotypes and inspire the children, especially the girls. Have a range of different women speakers from different fields.</p>	<p>Spring Term 2024</p>	<p>DW/AM</p>	<p>Assemblies in Careers Week.</p>	<p>Invite parents, suitable adults into school. Large amount available from our local community and parent group.</p>
<p>3.2: Develop our science curriculum so it may inspire pupils - especially girls - to consider further education</p>	<p>Throughout 2023-2024</p>	<p>NH/KC</p>	<p>Discussion at staff meetings each term</p> <p>Resources for enrichments activities</p>	<p>Budget for any identifies resources</p>

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and a future career in science.				
3.3: Choosing key figures linked to Maths/Science/STEM for our House DIEB Ambassadors linked to our new House Points Reward scheme.	September 2023	AM		
3.4: Adapt maths lessons to help raise the confidence of girls in this subject. More outdoor learning provision, all girls maths club, girls working in small girl groups to help them have a voice and raise confidence.	September 2023	All Teachers and TAs		
3.5: Develop local links with secondary and higher education providers to allow the children to hear from older children and university students about their experiences.	From September 2023	AM/DW		