



Equality Objectives Action Plan 2024-27

Pinxton Village Academies has used the following process to assist them in identifying some of the barriers to their pupils in accessing **education provision**.

Understanding Our School Community – Pupils

What is the school profile?

- Children on roll

	Longwood Infant Academy	John King Infant Academy	Kirkstead Junior Academy	Total
Number of pupils	52	90	213	369

Using the Scholar Pack data the following information was available (collected by protected characteristic):

Ethnic Categories					
White British		330	White & Black Caribbean		
Indian		1	Any Other Black Background		
Irish			White & Asian		3
Pakistani			Refugee		
Any other white background		5	White & Black African		3
Bangladeshi			Asylum Seeker		

Traveller of Irish Heritage	1	Any Other Mixed Background	1	Any other Asian background	3	Any Other Ethnic Group	2
Gypsy/Roma		Chinese		Black Caribbean		Information Refused	
White European	2	Any other Chinese background		Black African	1	Information Not Obtained	17

Disability Categories					
Not Collected		Needs Medication	5	Other Disability / Health Problem	
No disability		Problems with Incontinence	5		
Physical disability	1	Problems with Communication	8		
Problems with Hand Function	1	Problems with Hearing	1		
Problems with Personal Care	5	Problems with Vision	1		
Problems with Eating and Drinking	0	Problems with ASD / Aspergers	10		

Religion and Belief					
Anglican	0	Church of England	1	Sikh	0
Baptist	0	Hindu	0	No Religion	182
Buddhist	0	Jewish	0	Other Religion	4
Catholic	0	Methodist	2	Unknown	83
Christian	88	Muslim	3		

Special Educational Needs (SEN)	Percentage	Actual No.
No Special Educational Need	85%	314
SEN Provision- SEN Support	15%	55
Statemented	1%	5
Total number of pupils with SEN	16%	60

Gender	
Girls	185
Boys	185

Traveller	Percentage	Actual No.
Gypsy/Roma (Housed)	0%	0
Gypsy/Roma (Travelling)	0%	0
Occupational Traveller	5%	20
Traveller (Other)	%	

No Information was available on the following protected characteristics:

Gender Reassignment - The school did not have any information on whether any of the children on roll had reassigned their gender.

Sexual Identity - The school did not have information on whether any of the pupils on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT).

Equality Objective One: Understanding and appreciation of others' religious beliefs (Protected Characteristic: Religion)

Why?

A large proportion of parents at the Pinxton Village Academies gave no information regarding religion – 83 – 25%. There is a potential risk of prejudicial incidents based upon the lack of understanding of other people's faiths.

How?

We are going to:

- Ensure that the study of a range of religions and diversity is prevalent in the PVA curriculum
- Monitor that the planned SMSC/BV texts in each year group are having the impact of challenging stereotypes, discrimination & prejudice, promoting equality of opportunity & diversity, respect & tolerance
- Our monthly virtual library further supports challenging stereotypes, discrimination and prejudice, promoting equality.
- Through monitoring, ensure that the R.E curriculum focuses on a deeper understanding and acceptance of varying faiths in every year group
- Monitor that whole school assembly planning allows for a greater awareness of religious diversity, including a range of faith visitors
- Seek opportunities for each year group to experience places of worship other than the local Christian church
- Continue to purchase texts that deal with religious diversity and display these prominently around school and in classrooms
- Ensure that multi-faith displays are prominent around school
- Monitor that British Values is a golden thread through subjects across the curriculum as indicated on the long-term plan & that BV links are made in assemblies
- Ensure that incidents that arise are dealt with proactively and discussed as part of the weekly staff meeting (protected characteristics is a weekly agenda item)
- Use any incidents that arise as learning opportunities for both staff & children
- Continue to have a zero-tolerance approach to incidents related to the use of inappropriate language related to religious beliefs
- Monitor that the PSHE curriculum is delivered in accordance with the subject map across school
- Ensure that staff have access to quality resources for a range of religions
- Use of Picture News (SMSC platform) as part of class assemblies to discuss protected characteristics within current issues

Outcome

- The children will display positive attitudes towards people of different religions and faiths
- Through knowledge will come understanding & the range of religions and faiths will be seen as an opportunity to celebrate diversity
- The children will display, through their curriculum work, a sound understanding of other religions and faiths
- Children's awareness & tolerance will grow through being well-informed

Equality Objective Two: Through curriculum opportunities and wider school life the school will promote positive attitudes towards promotion of race equality (Protected Characteristic: Race)

Why?

90% of our pupils are White British.

There is a potential risk of prejudicial incidents based upon the lack of understanding of other people's race.

How?

We are going to:

- Participate and achieve the Bronze Rights respecting award
- Plan carefully considered assembly themes
- Dedicate time on weekly timetables to ensure that the teaching of BV/SMSC is protected
- Carefully select visits and visitors to reflect our vision
- Specifically choose texts to enhance the curriculum and Enquiry questions in relation to SMSC
- Consciously plan for cultural capital opportunities across all subjects to broaden children's awareness and appreciation of the best that people have said and done
- Continue to purchase texts that represent diversity and display these prominently around school and in classrooms
- Ensure that incidents that arise are dealt with proactively and discussed as part of the weekly staff meeting (protected characteristics is a weekly agenda item)
- Use any incidents that arise as learning opportunities for both staff & children
- Analyse data collected relating to racist incidents to identify any patterns and respond to each incident swiftly
- Continue to have a zero-tolerance approach to incidents related to the use of inappropriate language related to race
- Use of Picture News (SMSC platform) as part of class assemblies to discuss protected characteristics within current issues

Outcome

- The children will display positive attitudes towards the promotion of race equality
- No incidents of the inappropriate use of language to related to race equality
- The children will display positive attitudes towards people of different race
- Through knowledge will come understanding & the range of races & cultures will be seen as an opportunity to celebrate diversity
- The children will display, through their curriculum work, a sound understanding of racial diversity
- Children's awareness & tolerance will grow through being well-informed

September 2025

Review Date: September 2026