

Odessa Infant School Equalities Objectives 2018-2022

Advance equal opportunity						
Behaviour		Current situation	Objective	Actions	Lead	Progress September 2019
Disability	√	The school has a robust Behaviour Policy that promotes positive behaviour management. This includes all pupils and forms part of the ethos of our school.	To ensure ALL children are treated fairly and consistently.	Monitor effectiveness of policy on motivating all pupils to have positive attitudes to learning and to each other.	CB/ST	This policy is fully embedded across the school. Celebration assembly on Fridays includes Star of the Week, Presentation awards and 'Manners and Behaviour Superheroes'. These really promote the ethos of positive behaviour across the school.
Ethnicity						
Pregnancy/ maternity						
Sexual orientation						
Religion/ belief						
Gender reassignment						
Gender	√		To ensure all children develop positive learning behaviours.	Monitor policy being consistently applied a		
Eliminate Unlawful Discrimination, Harassment and Victimisation						
Behaviour		Current situation	Objective	Actions	Lead	Progress September 2019
Disability	√	A very small group of children do not always play safely.	Ensure all children are safe and feel safe in the playground.	Adults proactive in guiding positive play. Playground equipment to be introduced.	CB/ST	Playground games equipment has reduced the number of incidents of unwanted behaviours. Children are less likely to run about without due caution as they have games/equipment to keep them occupied.
Ethnicity						
Pregnancy/ maternity						
Sexual orientation						
Religion/ belief						
Gender reassignment						
Gender	√			Keep tight records of any incidents. Monitor them regularly.		
		Evaluate records and take action accordingly.				

Advance equal opportunity

Special Educational needs		Current situation	Objective	Actions	Lead	Progress September 2019
Disability	√	Pupils with high needs have a tailored menu of activities that is parallel to the main curriculum. They are supported 1:1 or in group activities	To ensure we offer a broad and balanced curriculum to pupils with SEND	Plan appropriately for inclusion in or alternative Ed visits Monitor provision to ensure we offer a broad and balanced curriculum appropriate to needs.	SP	Pupils with SEND have been included in all educational visits this year. There have also been a number of pre visits to ensure children are confident when using the trains, buses etc.
Ethnicity						
Pregnancy/ maternity						
Sexual orientation						
Religion/ belief						
Gender reassignment						
Gender						

Advance equal opportunity

Human resources		Current situation	Objective	Actions	Lead	Progress September 2019
Disability	√	The current staff include two male teachers.	To ensure staff body are fully representative of the wider community and that children have positive role models	Be open and transparent about all of our staff procedures. Review recruitment strategy to ensure it has a wide appeal and draws attention.	CB/ST	We now have three male teachers, one in each year group.
Ethnicity						
Pregnancy/ maternity						
Sexual orientation						
Religion/ belief						
Gender reassignment						
Gender	√					

Advance equal opportunity

Attendance		Current situation	Objective	Actions	Lead	Progress September 2019
Disability		Attendance at 95%	Improve attendance overall with particular attention on target groups.	Continue rigorous monitoring of attendance IG to target support to parents of pupils with below expected attendance.	IG with CB	Attendance remains below expected despite rigorous monitoring, letters, fines and in some cases legal action. Attendance improves as children get older
Ethnicity						
Pregnancy/ maternity						
Sexual orientation						
Religion/ belief						
Gender reassignment	√					

Gender	√					
Advance equal opportunity						
Attainment & progress	Current situation	Objective	Actions	Lead	Progress September 2019	
Disability	Data shows that the progress of girls and boys varies in different subjects. Majority of our pupils with SEND are boys.	Consistently high levels of attainment for boys and girls. For a similar % of boys and girls in KS1 to achieve greater depth in their learning and exceed ELGs in EYFS	School development plan sets out actions in detail: <ul style="list-style-type: none"> teaching and learning assessment and monitoring progress 	whole school priority	The gap in attainment is beginning to close but is still evident. This is in part due to the boys being more highly representative of the SEND group, but not entirely.	
Ethnicity						
Pregnancy/ maternity						
Sexual orientation						
Religion/ belief						
Gender reassignment						
Gender						√
Foster Good Relations Between People						
Parent partnership	Current situation	Objective	Actions	Lead	Progress September 2019	
Disability	Parent events are well attended- almost 100% at Parents' evenings Events related to learning and parent voice events tend to attract a narrower group of parents	To ensure all parents feel welcome at events and feel their voice is heard and valued	Review how we reach out to all families. Ensure timings/ format/ delivery is as accessible to all as possible	CB/ST /CH	Parent mail introduced and being used. Parent workshops on phonics, reading and early years in place. Parents' participation in all school events has been consistent. Parent surveys suggest that parents are happy with the communication with the school and the partnership working.	
Ethnicity						√
Pregnancy/ maternity						
Sexual orientation						√
Religion/ belief						√
Gender reassignment						
Gender						√