

Odessa Infant School Equalities Objectives 2022-2026



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			To ensure all children develop positive learning behaviours.	Monitor policy being consistently applied across the school.		
Sexual orientation						
Religion/ belief						
Gender reassignment						
Gender	√					

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
Ethnicity						
Pregnancy/ maternity						
Sexual orientation						

Religion/ belief			Keep tight records of any incidents. Monitor them regularly.		likely to run about without due caution as they have games/equipment to keep them occupied.
Gender reassignment					
Gender	√		Evaluate records and take action accordingly.		

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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	√			Be open and transparent about all of our staff procedures.	CB/ST	
Ethnicity						
Pregnancy/ maternity						

Sexual orientation		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	Review recruitment strategy to ensure it has a wide appeal and draws attention.		We now have three male teachers, one in each year group.
Religion/ belief						
Gender reassignment						
Gender	√					

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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	√					

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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	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						

