Odessa Infant School Equalities Objectives 2022-2026



		Advance eq	jual opportunity		0000			
Behaviour	Current situation	Objective	Actions	Lead	Progress September 2019			
Disability√EthnicityIPregnancy/ maternityISexual orientationIReligion/ beliefIGender reassignmentIGender v√	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. To ensure all children develop positive learning behaviours.	Monitor effectiveness of policy on motivating all pupils to have positive attitudes to learning and to each other. Monitor policy being consistently applied a cross the school.	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.			
	Eliminate Unlawful Discrimination, Harassment and Victimisation							
Behaviour	Current situation	Objective	Actions	Lead	Progress September 2019			
Disability $$								
Ethnicity	A very small group of	Ensure all children are safe and	Adults proactive in guiding positive	CB/ST	Playground games equipment			
Pregnancy/ maternity Sexual orientation	children do not always play safely.	feel safe in the playground.	play. Playground equipment to be introduced.		has reduced the number of incidents of unwanted behaviours. Children are less			

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

			Advance ec	qual opportunity			
Special Educational ne	eds	Current situation	Objective	Actions	Lead	Progress September 2019	
Disability Ethnicity Pregnancy/ maternity Sexual orientation Religion/ belief Gender reassignment Gender	√ 	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.	
	Advance equal opportunity						
Human resources		Current situation	Objective	Actions	Lead	Progress September 2019	
Disability Ethnicity Pregnancy/ maternity				Be open and transparent about all of our staff procedures.	CB/ST		

Sexual orientation Religion/belief Gender reassignment Gender	√	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.
	1		Advance eq	jual opportunity		
Attendanc	e	Current situation	Objective	Actions	Lead	Progress September 2019
Disability						
Ethnicity		Attendance at 95%	Improve attendance overall with particular attention on target	Continue rigorous monitoring of attendance	IG with CB	Attendance remains below expected despite rigorous
Pregnancy/ maternity			groups.			monitoring, letters, fines and in some cases legal action.
Sexual orientation				IG to target support to parents of pupils with below expected attendance.		Attendance improves as children get older
Religion/ belief						Beronder
Gender reassignment						
Gender						
	Į		Advance eq	ual opportunity		
Attainment progress		Current situation	Objective	Actions	Lead	Progress September 2019
Disability		Data shows that the	Consistently high levels of	School development plan sets out	loc	The gap in attainment is
Ethnicity		progress of girls and boys varies in	attainment for boys and girls.	actions in detail:teaching and learning	iole schc priority	beginning to close but is still evident. This is in part due to
Pregnancy/ maternity Sexual orientation		different subjects. Majority of our pupils with SEND are boys.	For a similar % of boys and girls in KS1 to achieve greater	 assessment and monitoring progress 	whole school priority	the boys being more highly representative of the SEND group, but not entirely.

Religion/ belief Gender reassignment Gender	√		depth in their learning and exceed ELGs in EYFS			
			Foster Good Relat	tions Between People		
Parent		Current situation	Objective	Actions	Lead	Progress September2019
partnershi	ip					
Disability		Parent events are well				Parent mail introduced and
Ethnicity		attended- almost	To ensure all parents feel	Review how we reach out to all	CB/ST	being used.
Pregnancy/ maternity		100% at Parents' evenings	welcome at events and feel their voice is heard and valued	families. Ensure timings/ format/ delivery is as accessible to all as possible	/СН	Parent workshops on phonics, reading and early years in place. Parents' participation in all
Sexual orientation						
Religion/ belief		Events related to				school events has been
Gender reassignment		learning and parent voice events tend to				consistent. Parent surveys suggest that parents are happy
Gender	V	attract a narrower group of parents				with the communication with the school and the partnership working.
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