



OAKWOOD INFANT AND NURSERY SCHOOL

Equality Information and Objectives

Review Date	December 2025
Reviewed by	Governing Board
Review Cycle	Every Two Years
Version No	3
Next review due	December 2027

Signed :.....

Name :.....
on behalf of the Governing Body of Oakwood Infant and Nursery School



Equality Objectives for Oakwood Infant and Nursery School

Based on the school's context, vision and values, inspection feedback, and priorities, the following equality objectives are proposed to address the three key requirements of the Public Sector Equality Duty:

Equality Objectives

Objective 1:

Eliminate discrimination and promote respectful behaviour by embedding inclusive values and anti-bullying practises across the school community.

(Addresses: Eliminating discrimination and other prohibited conduct)

Objective 2:

Advance equality of opportunity by ensuring all pupils, including those with SEND and from diverse backgrounds, have full access to a broad, well-sequenced curriculum and extra support where needed.

(Addresses: Advancing equality of opportunity)

Objective 3:

Foster good relations by promoting understanding and respect for diversity through curriculum content, school activities, and community engagement.

(Addresses: Fostering good relations across all protected characteristics)



Action Plans

Objective 1 Action Plan

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Review and update behaviour and anti-bullying policies to explicitly address all protected characteristics.	Headteacher & Inclusion Lead	Policy templates, Equality Act guidance	Spring Term	<ul style="list-style-type: none"> - Updated policies published and communicated to staff, parents, and pupils. - Evidence of staff training on updated policies. - Reduction in reported bullying incidents related to protected characteristics.
Conduct staff training sessions on equality, diversity, and anti-discrimination practises.	Inclusion Lead & Governors	Training materials, external trainers if needed	Annually	<ul style="list-style-type: none"> - All staff complete training. - Staff demonstrate understanding through feedback and application in classrooms. - Positive feedback from pupils and parents on school climate.
Implement regular pupil workshops and assemblies promoting respect and inclusivity.	PSHE Coordinator & Class Teachers	Workshop materials, assembly plans	Ongoing, reviewed termly	<ul style="list-style-type: none"> - Pupils can articulate understanding of respect and anti-discrimination. - Observations show inclusive behaviour in school. - School ambassadors report increased pupil participation in promoting kindness.



Objective 2 Action Plan

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Conduct detailed analysis of attainment and participation data by protected characteristics, including SEND.	SENCO & Data Lead	Data software, RAISE online access	Termly	<ul style="list-style-type: none"> - Data reports identifying achievement gaps. - Clear action points developed to address gaps.
Develop and implement targeted support plans for pupils with SEND and other identified needs to access the curriculum fully.	SENCO & Class Teachers	Intervention resources, specialist support	Ongoing, reviewed termly	<ul style="list-style-type: none"> - Pupils with SEND show progress in line with peers. - Increased engagement and reduced exclusions. - Positive feedback from pupils and parents.
Support new subject leaders to embed inclusive curriculum planning that reflects diverse needs and backgrounds.	Senior Leadership Team (SLT) & Subject Leaders	Curriculum planning time, training	Annually	<ul style="list-style-type: none"> - Curriculum plans demonstrate inclusivity. - Subject leaders support teachers effectively. - Improved pupil knowledge retention and enjoyment across subjects.



Objective 3 Action Plan

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Integrate learning about different cultures, religions, and protected characteristics into the curriculum and assemblies.	Curriculum Leaders & Class Teachers	Curriculum resources, guest speakers	Ongoing, reviewed annually	<ul style="list-style-type: none"> - Curriculum maps include diversity themes. - Pupils demonstrate understanding of different cultures. - Positive pupil attitudes observed and recorded.
Organise community events and partnerships that celebrate diversity and promote inclusion.	Parent Liaison & SLT	Community contacts, event funding	Annually	<ul style="list-style-type: none"> - Successful events with broad participation. - Positive feedback from families and community. - Increased pupil awareness and respect for diversity.
Facilitate pupil-led initiatives (e.g., School Council projects) to promote friendship and respect across different groups.	School Council Coordinator & Staff	Meeting time, materials	Ongoing	<ul style="list-style-type: none"> - Active pupil involvement in initiatives. - Initiatives lead to measurable improvements in school climate. - Pupils report feeling included and valued.



Child Friendly Equality Objectives

1. We want everyone at Oakwood to be kind and fair to each other and stop any unkind or unfair behaviour.
2. We want to help every child learn and take part in all activities, especially those who need extra help.
3. We want to learn about and respect all kinds of people and make friends with everyone.

Impact Statement

By successfully achieving these equality objectives, Oakwood Infant and Nursery School will be a safer, more inclusive, and respectful place for all children, staff, and families. Discrimination and bullying will be reduced, and all children, including those with special needs and from diverse backgrounds, will have equal opportunities to learn, grow, and enjoy their education. The school community will celebrate diversity and foster strong, positive relationships that reflect the school's vision of being ready, respectful, safe, and growing together. This will contribute to high-quality education, positive behaviour and attitudes, and the personal development of every child in line with the OFSTED framework, ensuring that Oakwood continues to shine as a nurturing and inclusive school for all.