

# OAKWOOD INFANT AND NURSERY SCHOOL

## Equality Information and Objectives

Review Date	December 2023
Reviewed by	Governing Board
Review Cycle	Every Two Years
Next review due	December 2025

Signed :.....

Name :.....

on behalf of the Governing Body of Oakwood Infant and Nursery School

## Equality Information and Objectives

Oakwood Infant and Nursery School is proud to be a school that serves a diverse community. We are committed to equality in our work with children, our partnership with parents and our responsibilities as an employer:

- We aim to ensure that everyone is treated fairly and with respect.
- We are committed to making our school a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some children extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to children, parents/carers, completing questionnaires and through our School Council.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation. We welcome our duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

Our objectives are as follows:

### 2023-25

<b>Equality Objective</b>	To ensure all groups of learners, but especially boys and children who have adverse childhood experiences, reach the standards expected in the phonic assessment at the end of year 1.
<b>Why?</b>	Data shows that the school is 15% below that of the rest of the country for outcomes,
<b>How?</b>	Participation with the phonic champion group through DCC Development of a whole school approach Provision of high-quality resources, including trained staff, and equality of access for all learners Regular assessments and pupil need-led groupings Shared expectations of achievements for all year groups to build capacity Development of quality first teaching for all Development of specific 1-1 support for those of higher need, with the support being driven by gaps in learning
<b>Outcome</b>	School achieves the national expectation and in school differences between groups of learners is diminished
<b>Equality Objective</b>	Develop a coherent policy and scheme of work for PSHE, incorporating the new expectations for Safer Relationships
<b>Why?</b>	All children have the right to feel safe and to develop skills to build positive relationships Review of My Concern safeguarding system evidences a high level of referral for DV incidents and children receiving sanctions due to inappropriate responses to friendship breakdown
<b>How?</b>	Consultation with all stakeholders regarding the new expectations Research a more appropriate scheme of work for PSHE

	<p>Implement the new scheme of work, ensuring the staff are fully trained and all resources are appropriate</p> <p>Develop a whole school policy and link with neighbouring junior school for consistency and next steps planning</p>
<b>Outcome</b>	<p>Children can articulate how to keep themselves safe and recognise good and bad relationships</p> <p>Children are able to resolve disagreements in non-violent ways</p> <p>There is a reduction in sanctions for inappropriate reactions to friendship challenges</p>
<b>Equality Objective</b>	<p>Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election, class assemblies, fund raising etc.</p>
<b>Why?</b>	<p>To ensure the children understand the difference they can make in school and the local community, understanding our diversity and preparing them for their role in society</p>
<b>How?</b>	<p>Annual calendar of planned activities for pupil performance</p> <p>Develop links with community groups, such as nursing homes/charitable organisations/food banks</p> <p>Develop fund raising activities led by children</p> <p>Ensure the role of the school council is of high profile and feeds in to the governor meetings</p> <p>Regular pupil voice activities</p>
<b>Outcome</b>	<p>Greater participation from all children in the life of the school</p> <p>Increased child led fund raising and community project involvement</p>