

Inglehurst Infant School - EQUALITY OBJECTIVES

Our school aims:

1. Have high self-esteem - respecting themselves, others and the environment.
2. Achieve high standards in all areas of the curriculum.
3. Have enquiring minds and enjoy learning.
4. Behave appropriately.
5. Be able to work independently and collaboratively.
6. Communicate effectively.
7. Challenge themselves to do well.
8. Respect and value different groups within the school and within a diverse society.

KEY: *D= disability, G= gender, R= religion/belief, E=ethnicity, S= socio economic*

Equality Objective 1: Achievement for all pupils at the school

At Inglehurst Infant School we aim for equality of opportunity and to foster good relationships in engaging parents and carers, tackling discrimination and narrowing gaps of achievement where they exist.

Outcomes:					Measured by:	
The school is able to effectively analyse the data it collates on the protected characteristics of ethnicity, gender, socio-economic circumstances, religion and other groups to address any differentials in outcomes for these groups.					<ul style="list-style-type: none"> • Data analysis • Discussion with parents, pupils, staff • Lesson observations 	
D	G	R	E	S	Activity	Progress Milestones
✓	✓	✓	✓	✓	Termly assessments in reading, writing and maths analysed at group level for attainment and progress.	Assessments up to date. Management team have overview and all teachers understand relative attainment and progress of groups.
✓	✓	✓	✓	✓	Interventions informed by data and Provision Map.	Updated intervention/provision map termly.
✓	✓	✓	✓	✓	Pupil Progress meetings termly with focus at group level.	Records of pupil progress meetings with clearly defined actions for next steps in closing gaps.
✓	✓	✓	✓	✓	Observations of teachers by SLT and colleagues to focus on pupils of different characteristics and abilities.	Quality first teaching in place for all groups of pupils.
✓	✓	✓	✓	✓	Monitor membership of clubs and activities.	All pupil groups to be accessing activities appropriately.

Equality Objective 2: Behaviour & Attendance

At Inglehurst Infant School we encourage community cohesion through a growing understanding of differences and similarities within a climate where respect is promoted and discrimination not tolerated. The school promotes strong relationships especially with 'hard to reach' families and seeks to understand the barriers to good behaviour and attendance.

Outcomes:					Measured by:	
The school effectively monitors and addresses all incidents of bullying including prejudice related to any characteristics. The school works effectively to monitor and improve the attendance of all pupils and removes barriers to access.					<ul style="list-style-type: none">• Data analysis (attendance)• Behaviour Log/Racist Incident Log• Observations• Discussions with information from pupils, parents and staff	
D	G	R	E	S	Activity	Progress Milestones
✓	✓	✓	✓	✓	Reviewed Behaviour policy including increased rewards achievable by all pupils.	Pupil behaviour analysis shows improving behaviour and very low numbers of incidences linked to prejudice.
✓	✓	✓	✓	✓	Anti-bullying assemblies and PSHCE focus.	Bullying is rare and dealt with effectively by the school when it arises.
✓	✓	✓	✓	✓	Monitoring of all attendance data at group and individual level. Parents informed termly if attendance drops below 91%.	Report to governors attendance patterns shows good attendance and little variation between groups.