



Equality Objectives

Written: May 2024

1st Review: May 2025, 2nd Review: May 2026

Next Review: May 2027

Policy Owner: Mrs Nicola Price (Headteacher)

Ratified: TBC Local Governing Body

8. Equality Objectives

Objective 1: Set May 2024. Elmsleigh Infant and Nursery School understands that each person brings unique perspectives, experiences, and talents to our community, and we celebrate the richness that diversity brings to our school.

Why we have chosen this objective: Our school is committed to embracing diversity and promoting understanding of beliefs and cultures beyond our immediate community, we strive to create a welcoming and inclusive environment where everyone feels valued and respected.

To achieve this objective we plan to: Train new staff and continually refresh existing staff ensuring the all are familiar with equality and diversity across our setting. Lessons and assemblies will be differentiated and take account of any differences that may affect a pupils' ability to access learning. The school has a strong SMSC/Enrichment and cultural capital offer which links to develop and celebrate all stakeholders and addresses life beyond the classroom. Enrichment days which focus on the diversity of the ethnicity within our own school and outside of our school community, building awareness and promoting understanding for our communities religious and cultural beliefs.

Progress we are making towards this objective:

Staff CPD

- The school provides high-quality CPD in relation to equality education, including that on unconscious bias in relation to good practice and parental engagement.

Teaching, Learning, Curriculum and Resources

- Every aspect of teaching, learning, the curriculum and resources are carefully planned to explicitly ensure that an anti-racist and gender equal approach is embedded throughout the school and has sustainable impact through PSHE and RE schemes.
- The school promotes British values throughout school, assemblies, and the classrooms.
- Key stage 1 visit to the Open Centre to learn and further understand different cultures and religions.

Objective 2: Set May 2024. We are committed to upholding the principle that all stakeholders are of equal value. We believe that every individual, regardless of their background, abilities, or circumstances, deserves the opportunity to thrive and succeed.

Why we have chosen this objective: At Elmsleigh Infant and Nursery School, we are committed to ensuring that all individuals have equal access to opportunities for learning, growth, and participation. We recognise that each person is unique and may require different forms of support to fully engage in school activities. As such, we are dedicated to making reasonable adjustments to accommodate the individual support needs of our students, staff, and community members.

To achieve this objective, we plan to: Give additional time and support to any identified staff to ensure they have the support they require to undertake the required marking and feedback in school/ completion of any online training assigned. Ensure that all pupils are given the core educational offer and any additional intervention needs, ensuring progress and success. Ensure that a range of resources, services, and accommodations are readily available to meet the diverse needs of individuals, including academic support, assistive technologies, counseling services, and specialised interventions.

Progress we are making towards this objective:

Reasonable Adjustments

- We have successfully implemented a system for identifying individuals who require additional support or adaptations to equipment or learning. This includes conducting thorough assessments and consultations to determine specific needs.

- Through this system, we have been able to make reasonable adjustments to accommodate individual needs, such as providing assistive technologies, modifying learning materials, and adjusting classroom environments as necessary.

Staff Training and Support

- Our staff members receive regular and ongoing support through comprehensive training programs aimed at increasing awareness and understanding of diverse needs.
- Specifically, staff members have participated in training sessions focused on behaviour management and trauma-informed practices. These sessions have equipped them with the knowledge and skills needed to effectively support individuals who may require additional assistance.

Support from MAT and Health and Wellbeing Services

- As part of our Multi-Academy Trust (MAT), we have access to a range of tools and resources to support individual needs, particularly in the areas of health and wellbeing.
- Health and wellbeing services provided through the MAT offer additional support and expertise to address the diverse needs of individuals within our school community, ensuring that holistic support is available to those who require it.

Overall, we are making significant progress towards our objective of ensuring that all individuals receive support based on their individual needs. By implementing reasonable adjustments, providing ongoing staff training and support, and leveraging resources from our MAT and Health and wellbeing services, we are creating a more inclusive and supportive environment where everyone can thrive.

Objective 3: Set September 2021. All pupils with SEND will have access to all curriculum and equipment as we believe inclusion is important for all children to be treated the same.

Why we have chosen this objective: Elmsleigh Infant and Nursery School is aware of the high population of SEN children and, therefore, believe that it is important that all curriculum areas are adapted to meet the needs of all pupils including our SEMH children.

To achieve this objective, we plan to: Adapt resources, use communication symbols, quality first teaching, use adapted equipment including seat wedges, rocking chairs, wobblers boards, writing slopes etc.

Progress we are making towards this objective:

- During 2021-2022 and 2022-2023, general resources continue to be bought for pupils to enable better access to the curriculum, examples are seats to support posture, equipment within the pool, writing frames, coloured overlays, sensory equipment (such as wobble cushions and weighted jackets).

This Objective has been further developed ready for September 2023. We will also take into account advice from professionals such as Physiotherapists and occupational therapists. Due to the amount of new pupils joining us, it is important that we continue with this target in some form and continue to embed the objectives.

Objective 4: May 2024. To develop all stakeholder's ability to hold control for their behaviour and recognise their own behaviour through the Zones of Regulation. This will ensure that positive attitudes and relationships are fostered.

Why we have chosen this objective: The school highly regards socially appropriate and exemplary behaviour. This is important for life beyond school and affects everyone in our school community.

To achieve this objective we plan to: Ensure that all stakeholders are trained/have an understanding of the zones of regulation across school. All staff will receive regular CPD on the strategies needed to de-escalate behaviour and forge positive relationships.

Progress we are making towards this objective:

We have trained all staff on our new behaviour curriculum 'Zones of Regulation'. We have developed Individual Positive Behaviour Plans to ensure that this culture is weaved into the positive planning for our young people. All staff review and evaluate strategies and practice regularly and are developing confidence in how to de-escalate behaviour. We receive support collaborate with other schools within the MAT using different approaches and strategies.

9. Monitoring arrangements

The Headteacher will update the equality information we publish, at least every year.

This document will be reviewed by the full governing body at least every 4 years.

This document will be ratified by the chair of the governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- School Improvement Plan
- Behaviour Policy
- SEND Code of Conduct