



DITTON INFANT SCHOOL
Leadership and Management
Equality Objectives
January 2018

Ditton Infant School is committed to ensuring equality of provision throughout the school community. To achieve this, our equality objectives 2018 - 2022 are as follows:

Objective Aim (protected characteristic(s))	Action to be taken including stakeholder involvement	Personnel	Timescale	Resources and cost	Impact
1. To improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition. (Race)	a. Introduce home visits for all newly arrived EAL children	HT/DHT	T4 2018	Overtime for TAs to accompany teachers	New pupils are supported and interventions put in place to ensure a positive transition
	b. Translate some home visit records into different languages		T3 2018		
	c. Early assessment of EAL needs using Babcock assessment / Kent Steps and proficiency level	IM	T3 2018		
	d. Adaption of curriculum and timetable to meet the needs of individual children	IM	T3 2018		
	e. Purchase relevant resources to support children (e.g. mantra pens)	IM	T3 2018		
	f. Find a buddy for newly arrived children	CT	T3 2018		

	g. Give newly arrived children lanyards with key info to assist with communication h. Training for staff	IM IM	T3/4 2018		
2a. To improve classroom / whole school resources and books which reflect diversity and promotes difference (All) 2b.To promote cultural development and understanding through a rich range of experience in school. (All)	a. Audit existing provision Set budget for resources/books Identify and order relevant resources / books depending on current cohort Share new resources and books with staff to ensure they are used b. Plan celebrations and enrichment events related to the cohorts in school Engage parents in coming into school to share culture / traditions	DHT/HT	T5 2018 Review T5 2019 T5 2020 T5 2021	£300 £200 subsequent years	Children have a greater understanding of differences The school promotion of respect and diversity is strengthened
3.To provide training for all staff and governors on equality and diversity. (All)	a.HT to lead twilight training for staff and governors	HT	T2 2018	£100 overtime for TAs	All staff and governors are aware of legislation and responsibilities
4.To promote equality of opportunity & the achievement of high standards regardless of gender (Gender)	a.Ensure equal access to clubs, classroom activities and other enrichment opportunities for boys and girls See School Improvement Plan for 2017-18 actions in detail	CT	Ongoing and reviewed termly		Audit of attendance at clubs ensures equality of opportunities Gender gap for most able children reduces in Maths in YrR / Yr2

HT-Headteacher

DHT - Deputy Headteacher

IM-Inclusion Manager

CT - Class teacher

TA - Teaching Assistant

These 4 objectives have been chosen for the following reasons

- SLT have analysed our data and discovered that more children are entering our school with little or no English either during a Key Stage or on entry to YrR.
- A lot of resources have recently been updated to support the new national curriculum and now it is time to refresh existing provision in school and look for new resources and books which promote and celebrate diversity in line with our updated British Values statement. We have had children recently join our school from a wider variety of religions and cultures.
- In recent years there has been a turnover of staff and governors and the whole school community will benefit from some up to date equality and diversity training
- We believe that all children should have the opportunity to pursue their talents & interests & achieve highly. Last year in maths more able boys outperformed more able girls in YrR and Yr2.