Iver Heath Infant School and Nursery Equality Objectives 2023-25

Within the context of the school we aim to positively transform individual and shared circumstances, perceptions, attitudes and relations. We aim to reflect the diversity of our local community and society and ensure that the education we offer reduces the chances of social divisions and parallel lives by recognising, celebrating and valuing different backgrounds, lifestyles and identities.

We acknowledge our duty and commitment to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity within our school and our school community
- Foster good relations between people who share a protected characteristic and those who do not

Objective	Proposed activities	Success criteria	Staff	Monitoring	
To promote diversity of experiences and learning opportunities within the school curriculum including fostering and supporting good relations between all groups	• Visitors from a range of different groups designed to challenge stereotypes and promote diversity • Parents invited into class to discuss their jobs/roles eg in Learning to Learn week • Trips planned to include a range of important buildings eg mosque, gudwara • Assemblies to reflect a range of religious celebrations	• Long term plans to show diverse range of visitors in 50% of each Yr groups topics • Plans to show parents invited • Long term plans to show at least 1 trip to a 'diverse' venue per yr group from Rec to Yr 2 • Assembly plans to show celebrations to which parents are invited is 50/50 Christian and other	All teachers	Termly by SLT and Pupil Matters committee	
To ensure equality of provision	• Reading books to be updated to reflect a diverse community • Library books to be reviewed and updated to reflect and promote a diverse community • Classroom books to be reviewed and updated to reflect and promote a diverse community • Resources used in class to be chosen to promote and reflect a diverse community as appropriate	• Reading scheme updated • Library books updated • Class book celebration areas exhibit diversity • Learning walks show diversity in resources and planning	HH JB All teachers and LSAs	Termly by SLT and Pupil Matters committee	

	• Role Play areas to be planned to reflect diversity • Phonics will be taught in whole class groups by teacher for main teaching activity	• Learning walks show diversity in resources and planning • Learning walks and plans show whole class teaching of phonics			
To ensure the school has gathered views from our stakeholders on our Equalities objectives	• Parent survey	• Survey to be sent out in Summer 2024	JB	Termly by SLT and Pupil Matters committee	
To provide non-gender specific uniform	• Update uniform supplier and ensure uniform is non-gender specific	• Uniform is listed as non-gender specific	DB	Termly by SLT and Pupil Matters committee	
To ensure that equalities and diversity are included in curriculum planning	• Long term plans include a 'equality and diversity' reminder	• Ideas for diversity are included in all topic areas on long term plans • Storytelling choice to reflect diverse community	All teachers	Termly by SLT and Pupil Matters committee	
To ensure all children or groups of children not currently 'on track' to receive support to enable them to achieve to their full potential	• Intervention groups • Individual support • Specialist teacher support for language, storytelling and nurture • Letterbox book launch • Good communication with parents and families	• Achievement and attainment data shows a diminishing of differences between groups	All teachers JB	Termly by SLT and Pupil Progress and Curriculum committee	