



Equality Objectives 2024-26.

Objective 1:

Continue to improve accessibility across the school for all students, all staff and all visitors with any additional Special Educational Needs and / or Disabilities.

Why we have chosen this objective: The school has improved accessibility for specific pupils and now strives to ensure that accessibility is proactively considered, including for parents, parent meetings and visitors. Where there may be accessibility issues or required routes, these should be communicated in advance.

To achieve this objective, we plan to: Create and share guidance for communication with parents and other stakeholders. Templates for communication and policies will include accessibility arrangements for all events.

Objective 2:

Provide training on equal opportunities and non-discrimination for identified staff and governors who are involved in recruitment and selection. Training evaluation data will show that those attending have a good understanding of the legal requirements.

Why we have chosen this objective: Training for relevant staff and governors will support the school to promote equality and diversity in all areas, starting with the recruitment process.

To achieve this objective, we plan to: Enroll relevant staff and governors on training as well as working with RKL to ensure that the recruitment process is inclusive and attractive to all, from advertisement to induction and beyond.

Objective 3:

Continue to monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with Special Educational Needs and Disabilities and disadvantaged pupils.

Why we have chosen this objective: All children at Oatlands Junior School have many opportunities to access extra-curricular activities and it is important that all pupils benefit from these, particularly those with protected characteristics, to promote one of our curriculum threads of equality and diversity.

To achieve this objective, we plan to: Use data analysis to ensure that representation in pupil voice groups reflects our pupil demographic. We will ensure that disadvantaged pupils will have access to extra-curricular opportunities, through invitation and support to attend activities.



Objective 4

Continue to monitor and reduce the number of homophobic, racist and sexist incidents in school.

Why we have chosen this objective: As our school demographic changes, with increasing pupils from diverse ethnic backgrounds, we continue to monitor incidents in school to ensure there is not an increase in incidents. Where there are incidents, they are used as a teaching point.

To achieve this objective, we plan to: Use robust recording methods on CPOMS which enable SLT to monitor incidents across the school. Training to be provided to all staff on the process of addressing and recording accurately such incidents.

Progress towards each objective is evaluated on the School Improvement Plan each term and shared with governors at termly LGB meetings.