



Equality Information Objectives 2026 - 2028

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Approved by: Governing Body

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Next Review: Spring 2028

1. School Commitment

Thames Ditton Infant School (TDIS) is committed to promoting equality, celebrating diversity, and fostering an inclusive environment where all children, staff, parents, and visitors are valued and respected.

Our **vision**: *Thrive, Discover, Inspire, Succeed (TDIS)*

Our **values**: Honest, Resilient, Independent, Kind, Respectful, Cooperative

Our **motto**: *Loving Learning and Growing Together*

We are dedicated to ensuring that no individual is treated less favourably because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We recognise that promoting equality is essential for both our children's learning and the wellbeing of our school community.

2. Equality Information

2.1 Pupils

- The school regularly monitors pupil attainment and progress by protected characteristics that are age and stage appropriate.
- We provide support to ensure all pupils have equitable access to the curriculum, extracurricular activities, and enrichment opportunities.
- Data on attendance, exclusions, and participation in school life is reviewed termly to identify and address any inequalities.

2.2 Staff

- Recruitment, promotion, and professional development opportunities are based on fairness and transparency.
- Staff training includes awareness of equality, diversity, and inclusion.

2.3 Community Engagement

- We ensure that school communications and events are accessible to all families, including those with protected characteristics - equally and fairly.
- Ensuring children are not disadvantaged in school, by the protected characteristics of their parents.
- Our curriculum and assemblies celebrate diverse cultures, beliefs, and backgrounds.

3. Equality Objectives 2026 - 27

TDIS has identified the following key objectives to advance equality and inclusion in the next academic year:

Objective 1: Promote inclusive teaching and learning

- Ensure all staff have access to training on inclusive pedagogy and unconscious bias.
- Review curriculum resources to reflect diverse cultures, languages, and abilities.
- Success Measure: Every lesson observation reflects and reports on inclusive practice.

Objective 2: Reduce gaps in attainment and progress

- Identify pupils at risk of underachievement due to protected characteristics.
- Implement targeted interventions for these pupils.
- Success Measure: Measurable reduction in attainment gaps as evidenced by termly tracking.

Objective 3: Enhance accessibility and participation

- Audit school facilities and resources for accessibility.
- Ensure all children and families can access extracurricular activities.
- Success Measure: 100% of pupils able to participate in at least one enrichment activity, regardless of need.

Objective 4: Strengthen community understanding and engagement

- Provide parent workshops on diversity, inclusion, and anti-bullying.
- Celebrate key cultural events throughout the school year.
- Success Measure: Increased parent participation and positive feedback in surveys.

Objective 5: Embed equality in school leadership and governance

- Include equality and diversity as a standing agenda item for governors and SLT meetings.
- Monitor progress against equality objectives annually.
- Success Measure: Termly review of equality objectives by governors, with public reporting.

4. Review and Reporting

- The Equality Information and Objectives will be reviewed annually by the Senior Leadership Team and Governing Body.
- Progress against objectives will be reported in the school's annual public Equality Statement.
- Feedback from pupils, staff, and parents will be used to shape future objectives.