



Christ Church

Church of England Primary School

Being Thankful, Celebration, Fairness, Forgiveness, Honesty, Love for All

EQUALITY ACT OBJECTIVES

The ethos of our school is embedded in our key Christian values

Honesty

Forgiveness

Love for all

Celebration

Fairness

Being Thankful

Ambition

Resilience

This school is committed to safeguarding and promoting the welfare of children and this policy supports this commitment.

Policy approved: Review Date: October 2014 and then annually against objectives
December 2017 against objectives .

EQUALITY ACT

POLICY INTO PRACTICE

Introduction

Under the Equality Act 2010, we welcome our general duty to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations
- Publish information about our school population
- Explain how we have due regard for equality
- Publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them.

EQUALITY OBJECTIVES

- To collect and analyse evidence and data on children's achievement, attendance and participation of all groups and use this to inform strategies to raise achievement and promote children's wellbeing.
- To ensure that our church school distinctiveness permeates the whole life of the school and enables the pupils to benefit from a high quality of education in a Christian community.
- To promote a sense of shared belonging in the school and in the community by promoting images that reflect the diversity of the school and community in terms of race, gender and disability - for example in collective worship, books, publications and learning materials in classrooms and the wider school environment.
- To identify any differences in attainment and achievement of groups including EAL (English as an Additional Language), ethnicity, looked after children and service children, SEN (Special Educational Needs) and FSM/Ever 6 (Free School Meals) to improve the outcomes for these children.
- To ensure that analysis has been carried out relating to children's participation in sporting activities so that the needs of all children are met.
- To ensure that opportunities for local, national and global community cohesion are realised and available for all.

OBJECTIVES ARE ACHIEVED BY :

Using a comprehensive assessment tool that is regularly updated giving staff information on all specific pupil groups. Through analysis of assessment data, the school plans and implements strategies to improve progress and attainment. This information is reported to the Governing Body on a regular basis.

Evidence: Data is collected through Target Tracker and analysed to review children's achievement, attendance and participation in detail for review at pupil progress meetings with staff and Governors and overall at Full Governing Body Meetings. Academic attainment for the end of key stages is published to all stakeholders and is on our school website. All other year group data is analysed internally to inform strategies by class to raise attainment, achievement and close any identified gaps and to further promote children's wellbeing with access to our ELSA staff in school and at after school clubs if required.

The school is dedicated to closing the achievement gap of children with SEN and those who are entitled to PPG/FSM grant. There are many intervention programmes take place for children with SEN or additional needs and specific interventions for PPG children in order to accelerate progress.

Evidence: Identification of needs is reviewed at the beginning of each academic year and reviewed again at the end of each term to ensure that the most appropriate intervention programmes are used to promote rapid progress. Children are tracked carefully across the academic year and have targets changed or adapted to their needs. Other strategies such as a teaching assistant focus children in the classroom, with the teaching assistant working alongside the most vulnerable children has proved successful for the individual children both socially and academically.

Other specific interventions for children with SEN or additional needs have included nurture programmes, resilience groups and social skills learning.

There are clear procedures for dealing with prejudice-related bullying and incidents.

The policies include :

- **Behaviour Policy**
- **Anti-bullying Policy**
- **Child Protection**

Additional evidence :

Children are encouraged to take an active part in whole school worship, key stage worship and to lead worship through a themed worship calendar in line with the liturgical year and Anglican traditions. Clergy take a whole school worship each week. Children learn about other religions through a clear diocesan scheme of work and children of other faiths are encouraged to use the classroom prayer corners for their own prayers. Children of Christian faith, other faith or no faith learn through the school values and learn about charitable works through many fundraising events (e.g. Lent appeals, link school in Malawi through African Vision, comic relief, sport relief, Children in Need and other methods of charitable giving (e.g food for food banks).

Christ Church is delighted to have attained the School Games Gold Award sports for 2016 – 2017 and were 4th in the borough for the number of children participating in sports across the year. We aim to continue to achieve this for 2017-2018.

Other relevant school policies relating to equality include:

- Equality Policy
- Equal Opportunities Policy,
- Community Cohesion Policy

- Accessibility Plan

These policies may be accessed on the school website, or by asking the school to provide a hard copy.