



# 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

**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*

**October 2016 – evidence 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 PPG (Pupil Premium Grant), 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 : Target tracker assessment programme tracks and creates reports of assessment data of different groups of pupils to share with teachers and the Governing body in detail at Pupil review meetings and overall at Governing body meetings. By filtering groups of children by specific criterion we are able to ensure that data for SEN, EAL and PPG children are tracked and reported by year group, phase and key stage specifically to ensure that the attainment gap is consistently monitored and closed or reduced through targeted interventions.

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 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 more 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 – to be updated Jan 2017
- Anti-bullying Policy –current and on school website
- Safeguarding including Child Protection – updated October 2016

Additional Evidence:

SIAMS inspection December 2014 graded Outstanding confirmed 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. This is particularly evident in the children's interaction and support of each other in the class and as part of the whole school. Staff are also very supportive of each other and work well as team to ensure good practice and excellent outcomes for our children.

Images promoting diversity can be found around the school in on posters, whole school worship selection of images for power point slides and also from books, publications and learning materials in classrooms and the wider school environment. Displays promoting British values including the diversity of the British population are also evident in public spaces.

Analysis by PE leaders and class teachers ensures that children's participation in sporting activities both in-house and when representing the school at other events is through fair selection. Where possible children are given opportunities to represent the school in other ways such as, musical events (choir etc.) and through academic quizzes etc. at other schools. School residential trips are considered carefully so that the needs of all children are met.

Opportunities for local, national and global community cohesion are discussed and actioned by raising money for charities decided by the school council, wider charities such as Barnardo's,

Macmillan Appeal, BBC children in need, WaterAid, school links with overseas schools (Malawi) and responding to the Bishop of Southwark's Lent appeal.

**Other relevant school policies relating to equality include:**

- Equality Policy
- Equal Opportunities Policy,
- Community Cohesion Policy
- Accessibility Plan
- Racial Equality Policy

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