



Equality website statement – March 2018

EQUALITY – Everyone is treated equally and fairly at our school

We comply with the recommendations of the Equality Act 2010 and the latest DfE Equality Act Guidance also PSED compliance.

There are two specific duties; these are that schools should:

- publish information which shows compliance with the Public Sector Equality Duty (PSED) and
- publish at least one equality objective.

The Public Sector Equality Duty (PSED)

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) that applies to schools and which extends to all protected characteristics e.g. race, disability, religion. It has three main elements. In carrying out their functions, schools are required to **have due regard to the need to:**

- Eliminate discrimination and other conduct that is prohibited by the Act,
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

Senior Leaders and Governors in our school are aware of the duty to have “due regard” when making a decision or taking an action and assess whether it may have implications for people with particular protected characteristics.

Homophobic and Transphobic bullying

School is proactive in the prevention of homophobic and transphobic bullying. Children are taught through the Relationships, Sex Education (RSE) curriculum about different types of families and are encouraged to accept all. All staff and parents are aware that homophobic and transphobic bullying are reportable offences. In the event of any such bullying, school would record the incident in the bullying incident log and inform all parents involved. Intensive work would then follow with both the victim and the perpetrator.

We consider equality implications before and at the time that we develop policy and take decisions, and we keep them under review on a continuing basis.

We review our practice with Governors on a regular basis.

[Equality Target 2017 – 2018](#)

At our school, we aim to provide an environment in which everyone involved in the school community is valued and has equality of opportunity. We are ambitious for all of our pupils.

Our equality targets are to;

- To maintain and accelerate the progress of pupils receiving Pupil Premium funding (Disadvantaged) and ensure that Pupil Premium expenditure continues to have a positive impact on outcomes for those pupils targeted, especially in the areas of Reading and Writing.
- To continue to minimise the attainment gaps between boys and girls in the setting throughout the School and Nursery.
- To ensure that children who are working below age expected standards and those with additional needs continue to receive support to enable them to make as much progress as they can.
- To continue to support Pupil Premium children and their families to ensure high levels of attendance.

Interventions –

- Attendance action group targeting poor attenders and offering support for the pupils and families.
- ‘Key worker’ disadvantaged focus project to relaunch and ensure that the project nurtures pupils to remove barriers to learning.
- Additional support continue to work with year groups with high Disadvantaged percentage.
- Pastoral Team support to work across the whole school and nursery, supporting pupil premium linked families.
- Targeted intervention led by the class teacher on a regular basis each week, following half termly pupil progress meetings.
- Increased communication with families in receipt of Pupil Premium funding with poor attendance
- Widen the influence of Den provision to support pupils with complex needs, across more pupils in the school and other school settings.

For more information go to –

<http://www.education.gov.uk/aboutdfe/advice/f00215460/equality-act-2010-departmental-advice>

How are we getting on so far? Review

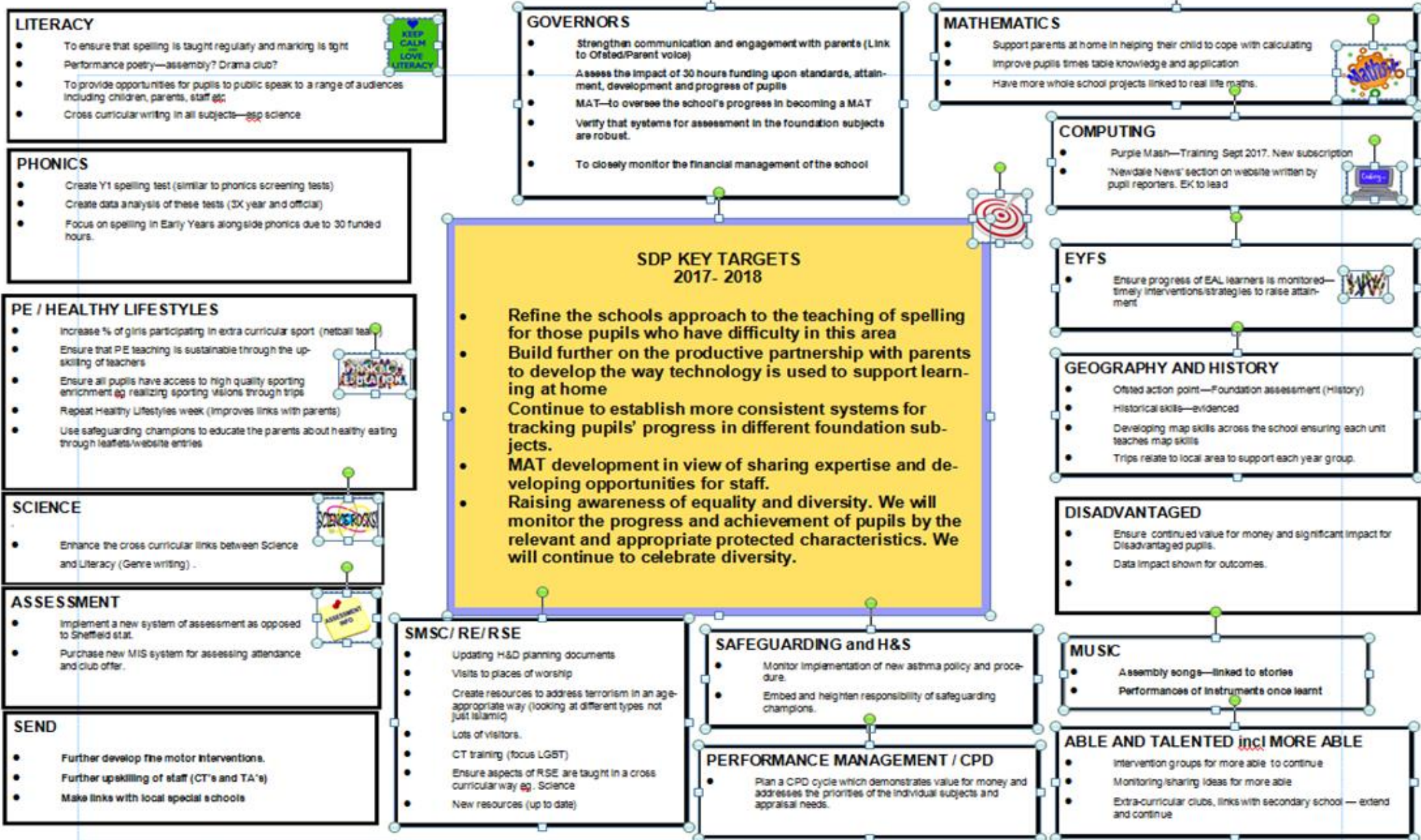
The key worker disadvantaged focus group was relaunched at the start of the Autumn term. New tracking tools were developed to support Key Workers in assessing the Social and Emotional needs of the pupils, therefore ensuring that nurture is a high priority. Targeted intervention continues to be led by the class teacher on a regular basis each week. Differences between disadvantaged pupils and their peers is continually tracked at the half termly pupil progress meetings.

The highest percentage year groups for Disadvantaged children continued to benefit from additional Teaching Assistants and Cover supervisors. The pastoral teams across school and nursery are highly effective in supporting pupil premium linked families.

Our 'Den' provision for children displaying complex needs continues to be a success by way of accelerating progress for the pupils that attend. The numbers of pupils who work within the Den has increased, with the additional needs of these pupils being addressed within the provision.

Pupil Premium pupils attendance has increased at each data capture. SEND attendance to date is at 96.17%, which is 0.33% below our current target.

We will continue to monitor impact around our equality targets.



E-SAFETY

- 'Be kind' campaign.
- Online images. Establishing reality from fiction.
- Develop E-safety part of website and keep updated

D & T

- More cooking lessons
- Cooking bus visits for D&T
- D&T Christmas units to sell at fayre or Summer
- Strong links with healthy school & healthy lifestyles week

CURRICULUM

- Refine assessment in the foundation subjects
- Expand the offer of after school clubs—not just sports
- Continue to update the website

FOREST SCHOOL

- Revamp forest school—new benches, pallets
- Review and purchase new resources
- Visit a school with outstanding forest school provision to improve teaching and learning
- KS2 trip termly or visit forest school (Science & Geography link)

ART

- Staff CPD—upskill staff in using different media (external artist to lead)
- Art history/Famous artists—monitor action plan
- Reconsider and monitor use of Art sketch books