

Samlesbury CE Primary School

Equality Statement and Objectives 2021 -2024

Equalities Statement

At Samlesbury C.E Primary School we are committed to:

- promoting equality of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to develop their full potential
- meeting the requirements of the Equality Act 2010.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties – for race, disability and gender – and covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We ensure that we have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a characteristic and those who don't
- foster good relations between people who share a characteristic and those who don't.

School Policies

(Links with our Single Equality Policy)

The Governing Body will ensure, that in the cycle of policy reviews, that policies and

practices are scrutinised to identify the effects they have on individuals or groups of people in relation to equality.

Aims of the School

At Samlesbury CE Primary school we aim to:

- inspire an enthusiasm for learning
- make a difference to the lives of all learners
- build lasting memories.

Values and Beliefs

We are an inclusive school where pupils, parents, staff, governors, the local authority and local services work in partnership to meet the needs of the community. We celebrate the positive contribution made by different social, ethnic and linguistic groups.

We believe that members of our community should:-

- have an entitlement to a quality education within a safe, attractive, clean and orderly learning environment,
- have access to a broad, balanced and challenging curriculum,
- enjoy learning, achieve high standards and reach their potential,
- be taught and supported by highly skilled and motivated staff,
- be valued, respected and treated fairly,
- show tolerance and respect towards others,
- receive praise and encouragement and grow in confidence,
- be responsible for their own learning and behaviour,
- understand the need for good personal relationships and healthy living,
- have access to a full range of extended schools services including childcare, health and social care, lifelong learning, family learning, study support and an out of hours programme of sports and arts activities,
- be enabled to make a positive contribution to the community and the wider world.

Staff and governors demonstrate our values and commitment to equality by:-

- ensuring acceptable behaviour,
- responding to incidents and complaints in a proactive way,
- providing access to services, facilities and information,
- recruiting and employing people fairly,
- meeting specific needs.
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Equality Objectives 2021 -2024

Equality objective 1: *To have equal opportunity for all to flourish and recover from 2020 pandemic*

Why we have chosen this objective:

In the light of the effects of the pandemic, which has affected families in so many different ways this is a key aspect of our pupils development which must be a priority over the coming two/three years.

To achieve this objective we plan to:

- School Improvement Plan to reflect wellbeing and recovery from lockdown
- Curriculum 'catch up' provision in place and having an impact
- Curriculum review provides for all learners
- Support for parents where appropriate

Progress we are making towards achieving this objective:

- Children physically and mentally well with actions taken where required to support key individuals and families
- Children are able to talk about how they feel and empathise with others.
- Children are ambassadors of kindness, compassion and friendship
- Families are given support when needed to enable all children to thrive in school

Equality objective 2: *Narrow the gap between pupil premium and non-pupil premium in Reading and Writing by the end of KS2.*

Why we have chosen this objective:

This objective was chosen following careful analysis of data. A gap was identified between the performance of pupil premium and non-pupil premium children in reading and writing in particular. Focus and interventions are needed to narrow this gap.

To achieve this objective we plan to:

- To use the additional support time an apprentice TA will provide to provide additional support in class time through quality first teaching and via one to one/paired 'tutor' support.
- Use SATs companion as a tool to support independent learning for Y5/6 PP pupils.
- To provide additional one to one support through support packages such as Dyslexia Gold to provide focused support for KS1 PP pupils as well as additional support in class as part of quality first teaching.
- To introduce additional reading for pleasure book borrowing system for KS1 pupils supported by the English subject leader as well as the class teacher.
- Reading competitions and additional reading time for class through whole class reading/supported reading/comprehension time and class novel time.
- Develop home school relationship further with parents to support reading at home where this is needed.
- Develop additional reading buddy systems with either older pupils or adult volunteers to support regular reading of PP children.

Progress which will demonstrate we are making towards achieving this objective (this will be reviewed as our equality objectives are worked through:

- Support time given in KS1 and KS2 to allow staff to support PP children through interventions and targeted support.
- Pupil progress meetings will track impact and progress of pupils and provision will be adapted accordingly.

Monitoring:

HT, AHT and English Subject Leaders & SEC Committee reviews

Equality objective 3: *To promote equality within the learning environment*

Why we have chosen this objective:

Our Christian values underpin all that we are and all that we do in school and we have always had a clear approach to equality and have lived it out authentically but the visibility of it in displays could be improved further.

To achieve this objective we plan to:

- Displays in classrooms and corridors, worship resources, books in the school library and teaching materials will promote diversity in terms of all backgrounds, e.g. race, religion, gender, different families and disabilities.
- This work will be part of the living out of our Christian Values which underpin all that we do and all that we are in school and as part of our daily life in school.

Progress we are making towards achieving this objective:

- More diversity reflected in school displays and materials for lessons across all year groups
- Diversity is threaded through our school teaching and learning all year.
- Children confidently talk about the uniqueness and value of all individuals and to celebrate diversity.
- Children understand what diversity truly means and are able to see how diversity, and sometimes lack thereof, is reflected in world events.
- Children do not judge from appearance or make assumptions about background, faith, gender, etc.
- A diversity journal/log will be kept to record some of this work to support staff in this journey and to share with governors and the wider school community.

Monitoring:

Involvement in school life, learning walks and participation in annual diversity week. SEC Governors Committee reviews

Equality objective 4: *Increasing understanding between pupils from different faith communities*

Why we have chosen this objective:

Our school community is predominately of a white British background so it has always been particularly important for our children to have a sound knowledge and understanding of our local & global community.

With an increasing number of children from ethnic minority backgrounds entering school, this understanding of faith communities is essential. This objective links to the use of both the Understanding Christianity documents and the Blackburn diocese schemes of work.

To achieve this objective we plan to:

- Develop a multi faith link with 'Faith friends' to enhance the teaching of Non-Christian faiths. E.g. further develop our link with the Olive School, Preston.
- Enhance the understanding of other faiths through holding a 'Multi faith week' at least every two years as part of our RE/SMSC provision.

Progress which will demonstrate we are making towards achieving this objective (this will be reviewed as our equality objectives are worked through:

- Infant and KS2 Islam visitor
- KS2 Visits to a mosque, Hindu temple and synagogue
- Jewish visitor in KS2.
- (where visits are not possible due to Covid restrictions, to provide virtual links and 'real life' links)
- Multi faith week takes place with a display in school to celebrate the week.

Monitoring:

HT (Lucy Sutton), Ethos Committee reviews, RE Subject Leader (Louise Qualye)