

Southwold Primary and Nursery School Equality Plan

Southwold Primary and Nursery School is an inclusive school where we focus on the wellbeing and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Equality Objectives 2023-2026

Equality objective 1: To narrow the gap between vulnerable groups of pupils and other pupils in access to homework support, and in this way to reduce or remove inequalities in attainment, particularly inequalities relating to the protected characteristics listed in the Equality Act 2010.

Why we have chosen this objective: During the first lockdown in March 2020, it was recognised that a significant number of vulnerable and disadvantaged pupils did not engage with remote learning.

To achieve this objective we plan to:

- Analyse data to see where attainment gaps exist
- Support families with home learning where necessary (e.g. devices)
- Ensure that our homework offer is suited to all pupils
- Support parents and carers by sharing ideas and offering support with home learning

Progress we are making towards achieving this objective: Targeted tutoring funded by the National Tutoring Programme (NTP) were successful in 2022-23. Southwold children perform better or inline than the national average in all phases of the school. Tailored support for vulnerable pupils and those who are disadvantaged is now embedded. This provision is led by the Inclusion DHT and supported by the Pastoral team.

Equality objective 2: To increase awareness and understanding of gender equality in all areas of school life.

Why we have chosen this objective: Gender gaps in attainment, particularly in writing. Curriculum provision to be gender neutral with careful thought given to the selection of tests, tasks and resources.

To achieve this objective we plan to:

- To train staff in the use of gender neutral language
- To narrow the gap between boys' and girls' attainment, particularly in writing, the % of boys achieving the expected standard in writing will be increased to be inline with the girls.
- To review curriculum resources and replace/purchase where necessary.
- Pupil data to be evaluated to ensure boys are achieving and attaining in line with girls (where this is not the case, interventions are to be put in place)

Progress we are making towards achieving this objective: All year groups use the Jigsaw online PHSE curriculum and all staff have had training. This includes units on celebrating difference and all children have completed work on respect for our similarities and differences. Our work in class and in assemblies on our core values has supported children in understanding the importance of building positive relationships with everyone at the school, in our lives and in the wider community. Our behaviour policy I based around our school values, respect, inclusion and diversity are some of our main values. We promote one value per term.

Equality objective 3: To promote positive mental health and wellbeing.

Why we have chosen this objective: Excellent teaching and learning opportunities, strong pastoral provision and good links with families will enable our children to develop higher levels of resilience. Building children up to be good citizens with a positive mental and physical outlook.

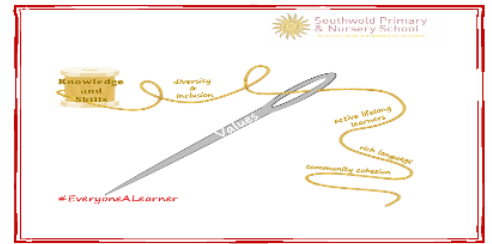
To achieve this objective we plan to:

- Develop a mental health and wellbeing school policy.
- Create a mental health and wellbeing council made up of representatives from each class, Years 2-6.
- Offer a wide range of learning opportunities that support and develop positive mental health.
- Use family learning sessions to support mental health and wellbeing in the wider school community.
- Build good relationships with families and use signposting to agencies that can offer support.
- Continue to run parent learning events and build in coffee mornings as networking opportunities and support networks.
- Use the pastoral team to continue to work on building relationships and engagement with parent/carers.



**Southwold Primary
& Nursery School**

"Be all you can be and together we will shine"



Progress we are making towards achieving this objective: Mental Health and Wellbeing Council has been established and meet regularly. 5 ways to wellbeing promoted across the school, one of these is a focus each term. Wellbeing of staff is a standing agenda item in all phases. Free counselling available to all staff through the employee assistance programme. Strong relationships with outside agencies have enabled the Inclusion and Pastoral teams to signpost children and families to support services. Physical wellbeing as part of daily mile or Skip2Bfit. We encourage the use of after school sports clubs that are available free of charge to vulnerable children.