

## St. Andrew's CofE Primary School – Equality Objectives 2017 – 2021

The Public Sector Equality Duty was introduced by the Equality Act 2010 and applies to all schools, including maintained schools, academies, independent schools, maintained nursery schools, and maintained and non-maintained special schools.

**Equality objective 1:** *To continue to promote cultural development and understanding through a rich range of experience, both in and beyond the school.*

### Why we have chosen this objective:

With the continual pressure from the government on standards in the core subjects, the wider curriculum can become narrowed and less interesting. Currently our curriculum is not integrated and could be improved in terms of its links, overlaps and opportunities for trips and activities outside of school. As a Church school, it is also important to celebrate the ever changing cultural diversity within our community and promote tolerance, understanding, common connections, deeper relationships and shared learning opportunities. Despite budget constraints, it is also important to encourage opportunities for children to visit new places and extend their learning outside of the classroom.

### To achieve this objective we plan to:

1. Develop a more inter-connected creative curriculum across school
2. Timetable key trips and activities for each year group that promote a range of different cultural opportunities and experiences
3. Further develop our distinctive Christian ethos through our values-based curriculum
4. Improve the social, emotional, health and well-being of all our pupils through our teaching and learning

### Progress we are making towards achieving this objective:

1. School Improvement Planning is focusing on strengthening Writing through better links with all other subjects; leading to a more integrated curriculum
2. School Improvement Planning is also focusing on explicit teaching of key skills children need in order to develop their emotional intelligence, their resilience, determination, collaboration, perseverance and other attributes.

**Equality objective 2:** *To improve outcomes for disadvantaged children (PP and SEND) so that the gap between the attainment and progress of disadvantaged and non-disadvantaged children is closed.*

### Why we have chosen this objective:

Disadvantaged children and children with SEND are performing less well than other children. Resource management is particularly challenging in the current climate with regard to funding for PP children and those with SEND. This relates to an ongoing target for the School Improvement Plan as well as the local and national trends and the target is to effectively manage and utilise the funding appropriately in order to improve outcomes for all disadvantaged children.

**To achieve this objective we plan to:**

1. Analyse previous data and the use of the PP grant previously
2. Ring-fence funding to be used predominantly for teaching and learning
3. Support all staff in planning and preparing for the needs of all their children
4. Provide CPD where needed in order to support all staff in meeting the needs of their children
5. Ensure links between the School Improvement Plan and Performance Appraisal targets

**Progress we are making towards achieving this objective:**

1. Initial analysis and review of the use of the PP grant for the previous academic year
2. Employment of new Inclusion Coordinator to have overview of all disadvantaged children

**Equality objective 3:** *To continue to promote school accessibility for all pupils, staff and parents, regardless of age, race, gender, ability, ethnicity, belief.*

**Why we have chosen this objective:**

There has been a fall in the school numbers due to lack of extended hours provision (Breakfast Club and After School Club). There has been an increase nationally in the number of children who have been diagnosed with medical conditions and disabilities. There have been local developments with new schools and housing in the area. It is our desire to increase our pupil roll numbers, to provide more extended services, to continue to improve parental and community engagement, to increase participation in sports and music clubs of children of all ability, age, race, gender, ethnicity. There are also concerns with regard to recruiting staff and we want to be able to attract and accommodate all potential new staff members; regardless of ability, age, race, gender or ethnicity.

**To achieve this objective we plan to:**

1. Monitor and analyse data about the participation of children in sports clubs and music groups
2. Monitor and analyse data about parental attendance and engagement at events over the years
3. Develop an action plan for providing Breakfast and After School Clubs
4. Analyse potential barriers faced by adults with disabilities who may apply for jobs

**Progress we are making towards achieving this objective:**

1. Parental interest has been sought with regard to having Breakfast and After School Clubs.
2. Local Borough support has been sought with regard to offering and promoting Nursery hours.
3. We currently have the School Games Gold Award which shows that pupils of all ages, abilities, race, gender, ethnicities have participated in a variety of different sports lessons and clubs.