

West Street Community Primary School and Nursery



Equality Information and Objectives

Aims and Objectives

Our school aims to meet its obligation under the Public Sector Equality Duty by having regard to:

- Eliminate discrimination and conduct that is prohibited by the Equality Act 2010
 - Advance Equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relationships across all characteristics.
- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Protecting from Discrimination

- It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.
- We endeavour to make our school welcoming to all. We promote an understanding of different cultures through our curriculum.
- Our Curriculum reflects the positive attitude we display and the values and respect we attribute to ethnic minority groups.
- We offer a broad, diverse and engaging curriculum to all pupils.
- Should anyone at our school be a victim of racism, we will do all we can to support that person and work to educate our school community about acceptable language and actions.

The Role of the Governing Body

- The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- The governing body ensures that no child is discriminated against whilst in our school. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls.

The Role of the Headteacher

- It is the headteacher's role to implement the school's Equality Policy. She is supported by the governing body in so doing.
- It is the headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- The headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.
- The headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

The Role of School Staff

- The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- When designing units of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues.
- Staff ensure that they provide children with experiences that will develop their understanding of British Values

- Opportunities for cultural capital are evident in all classrooms.
- All our teachers challenge any incidents of prejudice or racism. We record any serious incidents on Safeguard software, and draw them to the attention of the headteacher. Teachers support the work of support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

Monitoring and Review

It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by: →

Monitoring the progress of pupils of groups of pupils and comparing it to the progress made by other pupils in the school →

Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against →

Requiring the headteacher to report to governors on an annual basis on the effectiveness of this policy →

Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils

Equal Opportunities

We do not discriminate against anyone, be they staff, parents, governors or pupil, on the grounds of: Age, Disability, Gender Assignment, Marriage and Civil Partnership, Pregnancy or Maternity, Race, Religions or Belief, Sex or Sexual Orientation. This is in line with the Equality Act 2010 and covers both direct and indirect discrimination

Equality Objectives: West Street Primary School 2023-2024

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives from 2023 to 2024

Objective 1

To narrow the gap between vulnerable groups of pupils and other pupils to reduce or remove inequalities in attainment, particularly inequalities relating to the protected characteristics listed in the Equality Act

Why we selected this objective

- Analyse data to see where attainment gaps exist
- Support families with learning at home
- Ensure that our homework offer is suited to all pupils
- Support parents and carers by sharing ideas and offering support with home learning

To achieve this objective we

- Introduced twice weekly drop-ins for Reception parents in Sep 2023
- Introduced Parent & Child Workshops in Sep 2023
- Introduced Brew and a Book events in Sep 2023
- Opened School Library every Monday after school so children & parents can borrow books
- Phonics training for Reception and Year 1 parents
- Analysis of termly data
- Pupil Progress Meetings every half term to discuss pupils

Progress towards achieving this objective

- Twice weekly drop-ins for Reception parents on Tues & Thu mornings very well received and attended throughout the academic year. Contributed to establishing positive relationships with parents as well as enabling them to teach children basic skills e.g. how to write their name, different activities to practise counting
- Good attendance at Parent & Child Workshops – parents have log-ins for their child and know how to log in and support their child to use TimesTablesRockstars and Spelling Shed
- Good attendance at Brew and a Book events – held for every class. Parents left having a clearer idea about how to support their child's reading at home including types of questions to ask their child
- Regular access to School Library provided parents with opportunity to choose new books with their child to read at home
- Phonics training enabled parents to understand how Phonics is taught and how they can support their child's reading
- Analysis of termly data
- Pupil Progress Meetings on monitoring calendar

Objective 2
To increase awareness and understanding of gender equality in all areas of school life
Why we selected this objective
<ul style="list-style-type: none"> • Gender gaps in attainment, particularly in writing • Curriculum provision to be gender neutral with careful thought given to the selection of tasks and resources
To achieve this objective we will
<ul style="list-style-type: none"> • Train staff in the use of gender-neutral language • To narrow the gap between boys' and girls' attainment, by the end of 2026, the % of boys achieving the expected standard in writing will be increased in line with the girls • To review curriculum resources and replace/purchase as 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 towards achieving this objective
<ul style="list-style-type: none"> • Curriculum resources reviewed by subject leaders • Purchased additional resources to support staff • Awareness among staff of challenging gender stereotypes

Objective 3

To promote positive health and wellbeing to staff and pupils.

Why we selected the objective

- Strong pastoral provision
- Good links with families
- Opportunities to access additional provision for pupils and staff who require support
- Support for families as required
- Training for parents

To achieve this objective we will

- Offer a wide range of learning opportunities that support and develop positive mental health
- Use family learning sessions to support parents
- Build good relationships with families and use signposting to agencies that can offer support
- Continue to run parent learning events
- Use the staff team to continue to work on building relationships and engagement with parent/carers
- Offer all pupils a free breakfast (Grab and Go Bagels)

Progress towards achieving this objective

- Breakfast now available to all pupils
- Wide range of clubs for children to be involved in
- Health and wellbeing session in place for all children via carefully planned PSHE curriculum
- Mental Health workers in school regularly