

Whitley Chapel C of E First School

Published Equality Information and Objectives

(Reviewed October 2021)

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

This is our school's published information (October 2018) about our context and school population. We have published details of what we know we do well to promote equality of opportunity. At the end of this document we have set ourselves objectives which reflect the greatest equality challenges we recognise and need to address.

The school has data on its composition broken down by year group, ethnicity, first language and gender

- Pupils enter the school from age 3 into our part-time Nursery, and progress from Reception to Year 4 in mixed age classes of two or three year groups, depending on the numbers in school at the time.
- All of the teaching and learning is developed to focus on the needs of all pupils and to mitigate the effects of any disadvantages or vulnerabilities on learning, in order to offer equality of opportunity to all.
- The characteristic ethnicity of our pupils is White British, with fewer than 10% of mixed race. At the time of writing, all pupils have English as their first language.
- Our disadvantaged pupils in respect of whom we receive the Pupil Premium Grant are monitored and we report on the progress of this group in order to demonstrate the effect the funding has on closing gaps in attainment. We have a much lower than average proportion of children eligible for this grant.
- Our uniform list is gender-neutral and promotes equality.

The school maintains data about the proportion of children with additional needs and disabilities

- The school has clear protocols and targeted provision to support the pupils who are on the SEND register
- The school is an accessible building with wheelchair accessible entrance, gender neutral accessible toilet and wheelchair accessible routes.
- The school promotes positive attitudes towards disability and challenges any disablist perceptions.

The size of the school makes it possible to identify individual pupils very easily to set personalised objectives to support or challenge, that will bring about achievable, measurable improvements

- The school uses data to set targets and objectives
- These targets sit within the school's development plan
- We place high importance on the strategies we deploy to close the gap for children with SEND. This includes those eligible for Free School Meals. Although financial hardship is not a protected characteristic, it remains a high profile area of inequality for schools to address. Governors hold the senior leader to account for this measure of success in promoting equality of opportunity.
- We record, report and tackle instances of discriminatory language or bullying.

Documentation

- Our school has an overarching Equality Policy which has been published on the web site
- Equality of opportunity is at the heart of the school's published vision and ethos.
- The school's ethos of celebrating the uniqueness of every pupil is the basis upon which we plan all of the work we do to promote tolerance and mutual respect.

Staffing

There is good, compliant equal opportunities practice evident in the recruitment and promotion of staff.

Behaviour and Safety

- We ensure that every pupil who attends the school feels safe to learn.
- We follow a recommended pathway of actions when dealing with incidents of discriminatory bullying of any kind.
- We have no recorded Racist incidents.
- We hold the LA's Anti-bullying accreditation and all staff and governors undertook online Prevent training in October 2016. The two DSLs for Safeguarding did face-to-face Prevent Training in October 2016.

Curriculum

- The curriculum provision reflects the needs of individual pupils. If we have pupils with specific SEND issues, we access additional and targeted provision which changes along with need.
- The curriculum is designed to explicitly cover issues such as tackling prejudice and promoting community cohesion and understanding.
- There are opportunities throughout the curriculum to promote the spiritual, moral, social and cultural development of all pupils.
- We recognise the limited opportunities many of our children have had to experience wider UK and urban contexts beyond Northumberland, and prioritise a range of learning opportunities and external visitors to address this.
- Teachers promote fundamental British values through PSHE in the curriculum.

Consultation and involvement

The Governing body carries out questionnaires annually to gauge how pupils, parents and staff think and feel about the school. These are carefully analysed and findings acted upon.

Part Two: Objectives

Characteristic: We have very few racist incidents reported in school.

Objective: Ensure that the categories of racist incidents are regularly revisited with staff so that all school personnel are qualified to identify and report inappropriate language and behaviour. Ensure that every opportunity is taken to discuss current events with pupils, including those involving terrorism, and help them not to make negative assumptions about race or religion.

Characteristic: Principles of equality underpin all our key decisions and plans. We need to make this transparent and visible.

Objective: Undertake equality analysis on any new or proposed policy, funding or initiative, and at least annually analyse the equality impact of our development plan.

Characteristic: We take provision for all individual needs seriously and evidence shows that our pupils make at least good, and often outstanding progress.

Objective: To closely monitor children who are making less than good progress and intervene at as early a stage as possible to prevent them from achieving what they are capable of. Equally, we need to intervene where pupils are making better than good progress and help them to become outstanding.

Characteristic: Our school is in an area where there is very little ethnic diversity

Objective: To actively seek out opportunities for pupils to meet and learn from people from other cultures and learn about the multicultural composition of 21st century Britain.