



St. Ethelbert's RCP

Equality Objectives 2020-2024

Love, Care, Share...

Love learning as friends;

Care for our community as neighbours;

Share our faith in Jesus as disciples.

The Equality Act 2010 requires schools to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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 relations** between people who share a protected characteristic and people who do not share it

St. Ethelbert's RCP School is an inclusive school committed to ensuring equality of provision throughout the school community. Our focus is to promote the good well-being and progress of every child, within an environment where all members of our community are of equal worth. Our school is committed to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. We also strive to tackle the issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

- All learners are of equal value
- Differences are recognised, respected and celebrated
- Positive attitudes and relationships are fostered to create a shared sense of cohesion and belonging
- Good equality practices are maintained in staff recruitment, retention and development
- The reduction and removal of inequalities and barriers that already exist are paramount
- We have high expectations of all our children

In order to ensure that all pupils and staff are protected from discrimination, the school collects information on protected characteristics which are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership[
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also closely monitor the following groups of children:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs / Disabilities (SEND)
- Disadvantaged pupils
- Pupils with English as an Additional Language (EAL)
- Looked After Children (CLA)

Our objectives provide details of how we ensure quality is applied to:

- Improving attainment and progress for all children
- Improving attainment and progress for children who are disadvantaged
- Providing an environment where discrimination of any form is addressed and eliminated
- Advancing equality of opportunity through role models, a high quality curriculum and quality CPD for staff
- Fostering positive relationships with parents and carers, children, governors and the community

Through rigorous tracking and monitoring of individuals and all groups of children, including progress and attainment data, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the different groups outlined above is removed, or at least remains less than the gap nationally.

We eliminate discrimination by:

- Implementing School Behaviour and Anti-Bullying Policies which ensure that all children feel safe at school and that any prejudicial bullying is addressed
- Reporting, responding to and monitoring any racist incidents thoroughly
- Regularly reviewing the content of our curriculum to ensure that it meets the needs of all of our children and that it promotes respect for diversity and challenges negative stereotypes
- Ensuring that all our pupils receive quality first teaching so that they reach their full potential and all pupils are given equal entitlement to success
- Tracking achievement data to ensure all pupils make good progress, providing interventions where necessary
- Ensuring all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring the views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted interventions
- Taking on board the views of parents and carers
- Listening to pupils

We foster good relations by:

- Being a visible presence to all parents and carers
- Involvement in the community beyond our school gates, including the parish
- Ensuring that equality and diversity are embedded in the curriculum

Equality Objectives:

- To narrow the attainment gap in reading, writing and maths between disadvantaged pupils and their peers
- To support pupils for whom English is an additional language, particularly those who are International New Arrivals at an early stage of English acquisition, through the provision of daily high quality intervention

For further information, see also the following policies for:

- Equality
- Behaviour
- Anti-Bullying
- SEND
- Transgender
- Looked After Children
- Disability Equality Scheme & Accessibility Plan
- Children with Medical Conditions

Reviewed November 2020