

Farthinghoe Primary School
Equality Policy Impact statement March 2020

The Warriner Multi Academy Trust's Single Equality Policy has 2 key equality objectives, and the policy outlines in detail what we will do to achieve them. The equality objectives are;

- **To ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice throughout all of our schools.**
- **To ensure progress of our children is not hindered by inequality.**

The aim of this impact statement is to show our compliance with the Public Sector Equality Duty by demonstrating the impact of our Equality Policy and the progress towards our Equality Objectives.

This year at **Farthinghoe Primary School** we have done the following **to ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice. Inclusion at Farthinghoe Primary School is about providing equality and excellence for all, in order to promote the highest possible standards of achievement. It also ensures that we recognise and celebrate the differences that exist amongst us, that we treat all people fairly and that we strive to eliminate discrimination wherever it exists.**

- Values assemblies are held weekly for all pupils, this year we have added a further weekly assembly entitled 'Our World, Our Village.' In term two we focused on learning the Polish language and read stories which celebrate the Polish culture.
- Annual Anti-bullying week focus during Anti-bullying week- the title of this year's work is Choose Respect. A display has been created in the library with an example of each child handprint.
- E-Safety training for children has been carried out and recent updates have been sent to parents.
- As we have significantly more girls in Key stage 2 we talk with families on areas of school provision, to ensure there is a gender balance in the work we complete at school. E.g. after school clubs.
- This year we have offered communication with EAL families in their own language.
- We Display positive images, use resources that depict diversity. An example of this is the unit on Ramadan.
- The school's aim is to provide for all pupils' needs, irrespective of sex, ability or ethnic origins. Whenever possible, staff ensure that the resources used in all curriculum areas are multicultural and non-sexist. We are rewriting our curriculum this year. Whilst doing this we are evaluating the impact of the topics/subjects on equality and excellence for all.

This is how we've measured the impact;

- OFSTED report February 2015, 'Disabled pupils and those who have special educational needs make excellent progress from their differing starting points because they receive excellent support from highly effective leadership. Staff have a detailed knowledge of pupils' needs and additional support is carefully tailored to meet those needs.'
- We hold pupil welfare meetings which all the staff attend. Any issues relating to any form of discrimination are noted and acted on.
- We track progress of children from protected group through assessment, data analysis, Pupil Progress Meetings (termly)

- We monitor incidents of bullying. When this does occur we deal with it swiftly and with compassion following the school Behaviour and Bullying policy. This academic year we have had no reports of bullying.

This year at **Farthinghoe Primary School** we have done the following **to ensure the progress of our children is not hindered by inequality;**

All pupils must have equal opportunity of access to the school's curriculum. Staff are constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum is balanced, objective and sensitive to cultural and sexual diversity.

- Full inclusion in the classroom, this is a key part of our school's values. Children are not allocated to specific static groups. Our small size allows much of the curriculum to be personalized.
- Visits to school from people who share the protected characteristics are promoted and organized as part of a subject curriculum rather than talking about their protected characteristic.
- We fully involve parents in all aspects of their child's education. Where a child needs additional support this is given to support access to the full curriculum. This includes all subjects not just the Core subjects.
- Variety is evident in the morals, stories and information offered to children. See Literacy review March 2019. Pupils have access to accurate information about similarities and differences. We use Arch reading volunteers their resources are checked to ensure they promote equality.
- We monitor the progress of students with different characteristics in comparison to the whole cohort. Due to our small cohorts this is shared with our governing body but not published on our website.
- Strategies are put in place to minimize gaps identified. Specific interventions are planned for and delivered. These are reviewed with the aim that children make age appropriate progress. This year we have introduced Read, Write, Inc to support identified children.

This is how we've measured the impact;

Due to our small cohort (Our planned intake number is 6) we do not publish specific statistics; however, in the past three years 100% of our children who qualify for pupil premium funding have made age appropriate progress. Our ASP report has not identified any disparity in attainment between boys and girls.

This statement will be regularly monitored and reviewed by staff and governors to ensure that it is effective in tackling discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community.

Any pattern of inequality found as a result of data scrutiny is used to inform future planning and decision-making.

The Head teacher will provide monitoring reports for review by the Governing Body. These will include: school population, workforce recruitment, retention and progression, key initiatives, progress against targets and future plans.

The schools in the Warriner Multi Academy Trust will continue to strive towards removing inequality as a barrier towards achievement. We will ensure that our staff, parents and students are familiar with our Equality Policy, the objectives in it and what it means in practice.