



INGRAVE JOHNSTONE C OF E PRIMARY SCHOOL

+ We can do everything together, loving and learning through God +

EQUALITY STATEMENT AND EQUALITIES ACTION PLAN 2022-2025

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Ingrave Johnstone C of E Primary School is committed to meeting its public sector equality duties:

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

Our Vision and Christian Values

Our school makes all members of our school community feel welcome irrespective of race, colour, creed or impairment. Our vision and Christian values promote equality and tackle discrimination.

Our Vision

+ We can do everything together, loving and learning through God. +

Our Seven Key Core Values

Initiate, Nurture, Grow, Resilience. Achieve, Value, Enjoy

Characteristics of our school (The information is based on January 2019 School Census)

Ingrave Johnstone C of E Primary School is an average sized primary school with 202 pupils. The proportion of pupils known to be eligible for Pupil Premium is 7%. 13% of pupils are from minority ethnic groups and 1% have English as an additional language. The proportion of pupils with special educational needs and/or disabilities at school intervention plus and the proportion with a statement of special educational needs are below average at 13.5%. The needs relate mainly to moderate learning difficulty and social, emotional and health difficulties.

Equality Objectives

At Ingrave Johnstone C of E Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

To further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the objectives: these are more fully detailed in our Equalities Action Plan.

Gender

- To ensure that all pupils are given equal opportunities with regards to extra-curricular sporting events / activities that the school offers.
- To minimise the gaps between the boys' and girls' attainment in respect of writing and Maths at the end of both KS1 and KS2.

Race

- To ensure that there are sufficient opportunities within the school's curriculum to address equalities issues.

Disability

- To ensure that the school environment is as accessible as possible to pupils, staff and visitors to the school.

Commitment to review and to publish

The school Equalities Action Plan is aligned with our School Improvement Plan. Its implementation will be monitored within the school's self-evaluation and other review processes as well as being updated at least annually. In addition our Gender, Race and Disability Policies are reviewed every three years and published on our school website. Our Equalities Action Plan is also published on our school website together with our Equality Statement.

EQUALITY ACTION PLAN 2022 - 2025

Cost/resources: SLT and staff meeting time, discussion time with pupils, governors and parents

Timescale: The following objectives will operate from September 2022 to September 2025 with ongoing monitoring and evaluation as stated and a formal review in the Autumn term 2025

OBJECTIVE	ACTIONS	SUCCESS CRITERIA	MONITORING/EVALUATION
<p>GENDER To ensure that all pupils are given equal opportunities with regards to extra-curricular sporting events / activities that the school offers</p> <p>To minimise the gaps between the boys and girls' attainment in respect of writing and Maths at the end of both KS1 and KS2</p>	<p>Record number, age and sex of pupils participating in extra-curricular sporting events / activities Analyse data and seek pupil feedback to identify any particular groups / gender that are not participating as much</p> <p>Booster and challenge groups Individual interventions Analyse and tracking during the year with adjustments if necessary</p>	<p>Both boys and girls throughout the school participate in a range of extra-curricular sporting events / activities</p> <p>Teacher assessment for writing and teacher assessment/test results for Maths show a reduced difference between boys and girls</p>	<p>Staff, SLT and governor meetings</p> <p>School Council / Buddy group meetings</p> <p>Headteacher termly reports to governing bodies</p>
Next steps following monitoring and evaluation			
<p>RACE To ensure that there are sufficient opportunities within the school's curriculum to address equalities issues</p>	<p>Hold a 'Equalities Week' in the first half term Evaluate coverage of equalities issues and diversity in mapping out the School Curriculum Develop new links with our partner school in Kenya Continue SEAL programme To ensure that through PHSE lessons cross-curricular teaching that all children learn about racism and equality issues in general New curriculum to be reviewed at the end of the academic year</p>	<p>Pupils respect other people from different backgrounds / cultures, evidenced by pupil, staff and visitors' feedback</p> <p>Minimal number of racial incidents recorded</p>	<p>As above</p>
Next steps following monitoring and evaluation			
<p>DISABILITY To ensure that the school environment is as accessible as possible to pupils, staff and visitors to the school</p>	<p>To review all entrances/exits of our school and take any appropriate action to make sure that they are accessible to all</p>	<p>Children and adults with a disability are able to comfortably access our school building</p>	<p>As above</p>
Next steps following monitoring and evaluation			