



Ancaster
Church of England Primary School

Public Equality Plan

“Be the Best You Can Be!”

Ancaster Church of England Primary School is committed to equal opportunities for all. Our school will make all members of our school community feel welcome irrespective of race, colour, creed or impairment. Our vision and values promote equality and tackle discrimination.

Core Values: *Friendship* *Achievement* *Respect* *Creativity* *Honesty*

Mission Statement: ‘To provide a safe, caring and stimulating environment where everyone can feel accepted, happy and reach their full potential’. Our school aims to create a positive experience that meets the needs of all members of the community, promoting Christian values and beliefs, as part of a high quality education.

Aims

- To help each child to develop self-worth and respect for others
- To provide a secure, caring and enabling environment
- To help children to achieve their potential in terms of academic achievement, aesthetic appreciation and physical development
- To provide a broad, balanced curriculum through which children will develop a breadth of knowledge, skills and understanding
- To foster high expectations and standards
- To promote an awareness of God and celebrate the diversity of race and religion
- To equip children for the responsibilities and experiences of life, in partnership with parents/carers and the wider community.
- To be the best they can be

Equality Development Priority 1-Ethos and Culture of the School

Ensure our church school, and Modern British Values, are embedded and explicit across the school so that all stakeholders are encouraged to treat one another, and the global community, with tolerance and respect.

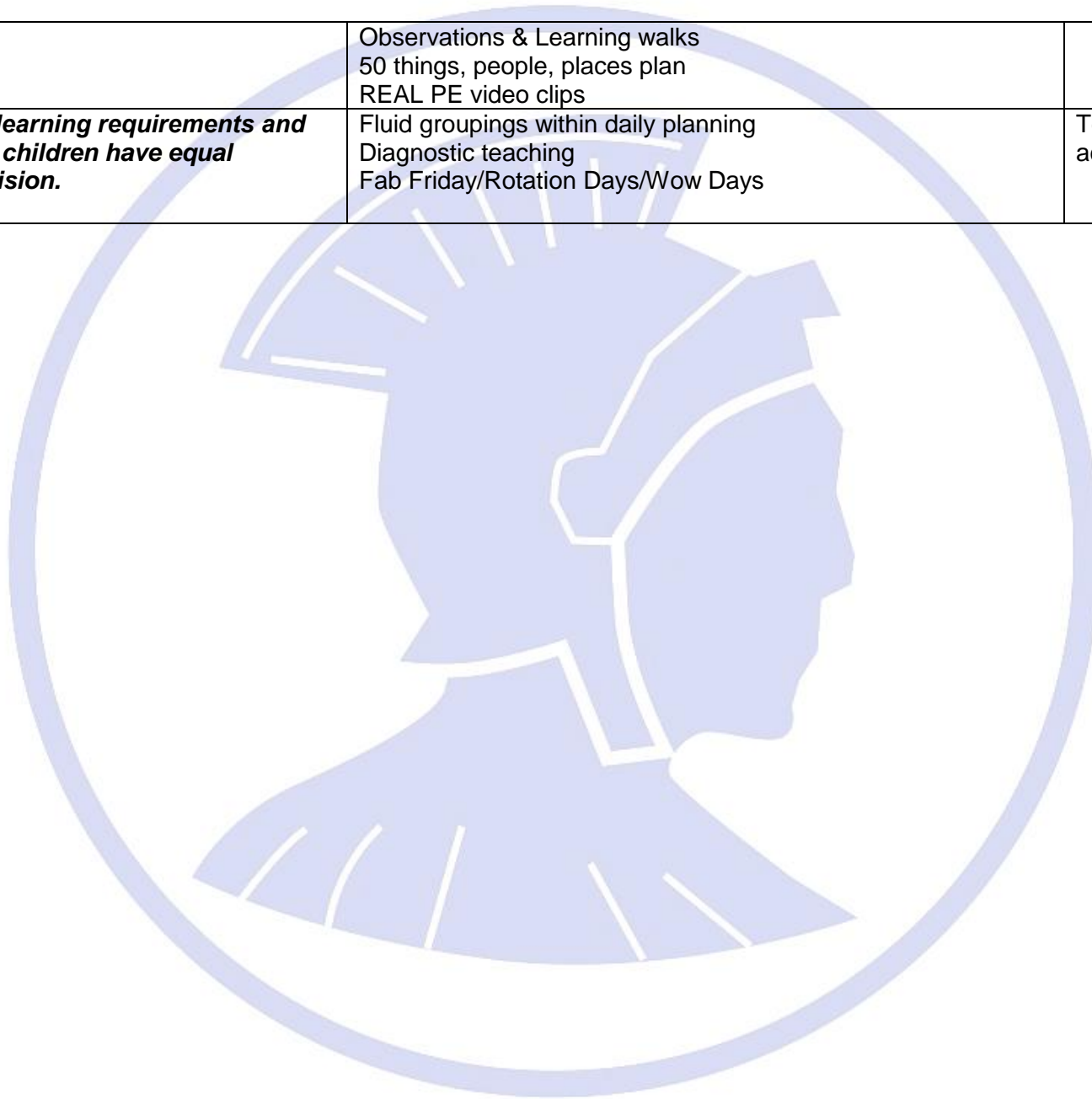
Actions	Evidence	Next Steps
<p><i>Embed school and Modern British Values across all aspects of school life.</i></p>	<p>Meetings schedules and agendas Policies Learning Environments Website Relationships Curriculum planning and development (see below) Enrichment Displays linked to Modern British Values</p>	<p>Explicitly teach the Modern British Values through Collective Worship Planners.</p>
<p><i>Ensure all stakeholders treat one another with respect, politeness and tolerance for differences.</i></p>	<p>Behaviour policy and steps/rewards School Values Collective Worship Play Leaders Class rules School Golden Rules Team Point reward systems Policies-Parent Code of Conduct/Staff code/Home and School Agreement</p>	
<p><i>Build on our inclusive ethos by developing a philosophy promoting learning without limits that allows everyone to achieve more than expected and surprise those around them.</i></p> <ul style="list-style-type: none"> • <i>Growth Mindset</i> • <i>Thinking Skills</i> 	<p>Pupil Premium SEND Policy and Practice Assertive Mentoring Thought of the Week Curriculum PSHE Celebration and school value of Achievement School Ambassadors Fab Friday Parent sharing opportunities</p>	
<p><i>Listen to the views of all stakeholders so that their thoughts and opinions are valued and included in the strategic planning of the school.</i></p>	<p>School Council Big Conversation Team Leaders Parent Questionnaires/meetings Pupil Interviews Governor Monitoring and Evaluation Staff Questionnaire Line Management for staff-PDM and TA Meetings Staff Briefings</p>	<p>Establish a Parent Council to further listen to the views of the parent body.</p>

Priority 2-Curriculum and Achievement

Provide opportunities for all of our pupils to succeed and reach their potential, being the best they can be.

How is this being achieved?	Evidence	Next Steps
<i>Effectively track groups of pupils to ensure that every child achieves/exceeds their targets set from individual starting points.</i>	Assertive Mentoring Meetings (Pupil:Teacher) Data Tracking Sheets Pupil Progress Meetings SEND Clinics Pupil Premium Clinics Parent Consultations Assessment Weeks Pupil Profile Sheets and updates to parents 4 times per year. End of year reports. Provision Mapping TA Line Management/deployment	Develop assessment in all subjects from EYFS-Y6
<i>Annually review the school curriculum to ensure that all pupils are aware of the ethnic and cultural diversity and disability.</i>	Curriculum documentation Class Identities and Pupil Voice (Big Conversation) Visits and Visitors PSHE curriculum links Medium Term Plans Enrichments plans Visits and Visitors-50 things...	Display positive images that promote cultural diversity and disability awareness across the school. Develop stronger links with children and families across the world.
<i>All children regardless of deprivation, race, gender, ability and age are able to access wider experiences to enhance their learning opportunities.</i>	Pupil Premium funding allocations-Strategy Links with Nursery/Pre-school providers AQT links – economies of scale Use of Medium Term Plans to include enrichment opportunities Long Term Curriculum Planning 50 things, people, places plan SEND Provision-SEND information report PE Premium Reports School Fund allocations. 5 year budget planning documentation	
<i>Curriculum planning reflects a commitment to equality so that intentional , purposeful and meaningful links are made to promote diversity and equality.</i>	Whole school PSHE scheme Long & Medium Term Curriculum Planning SEND Resources Worship Planning	

	Observations & Learning walks 50 things, people, places plan REAL PE video clips	
<i>Ensure children's individual learning requirements and styles are catered for so that children have equal opportunities to access provision.</i>	Fluid groupings within daily planning Diagnostic teaching Fab Friday/Rotation Days/Wow Days	Teaching of thinking skills across the school

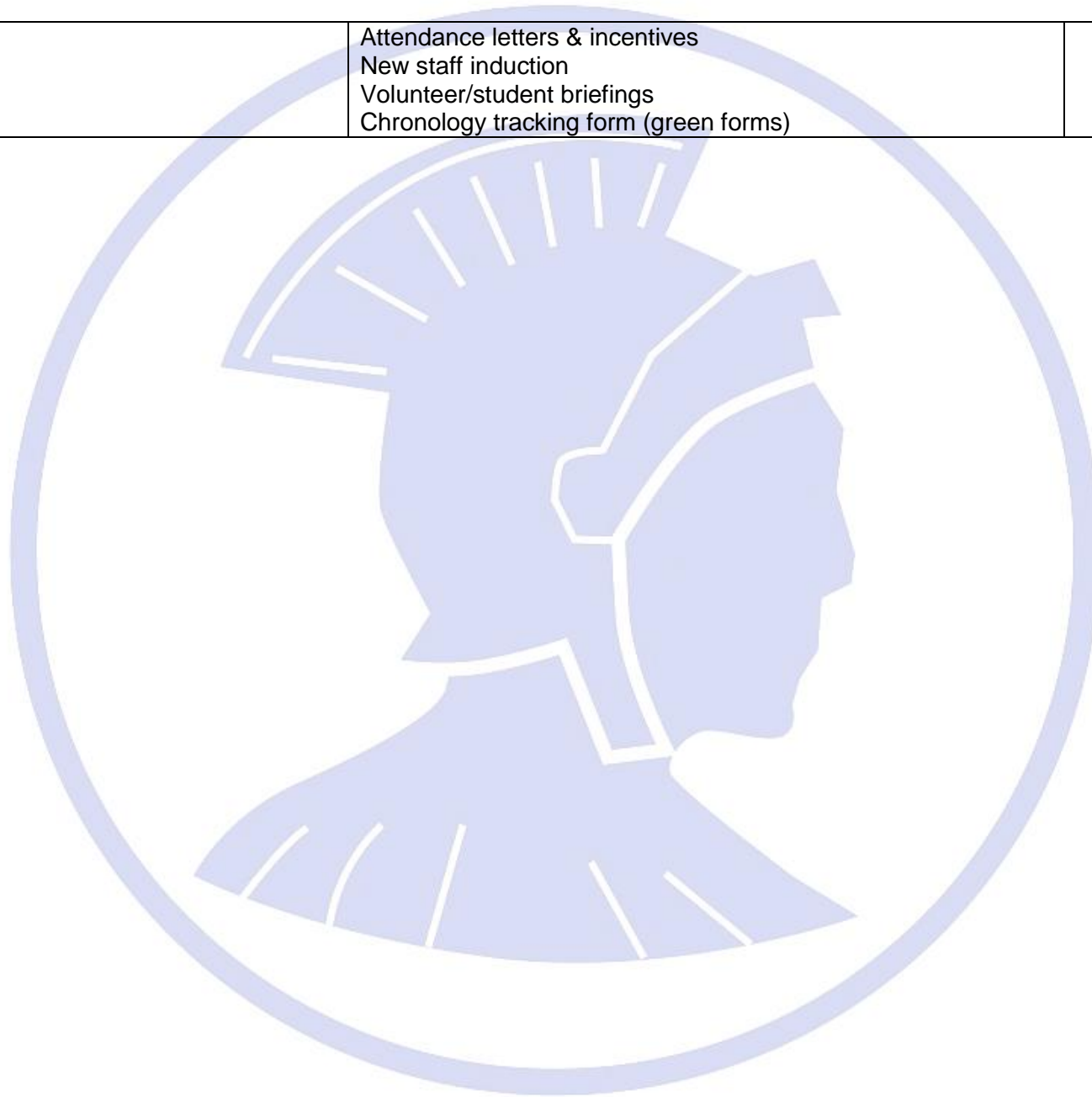


Equality Development Priority 3-Staffing and Professional Development

Ensure all staff are positive role models for the school community, and are treated equally, regardless of gender, age, race, sexuality or disability and have access to high quality Continuous Professional Development (CPD).

How is this being achieved?	Evidence	Next Steps
<p><i>All staff are treated fairly and equally and are valued members of the school so that excellent equalities and practice in staff recruitment, retention and development can be observed.</i></p>	<p>Reasonable Adjustments Occ Health Line Management CPD Meetings-briefing/PDM/INSET Well-being Appraisal and Performance Management Roles and Responsibilities Policies Recruitment diversity Safer recruitment Induction & student support Ofsted report Section 48 Report</p>	<p>Develop use of professional partners</p>
<p><i>All staff have access to high quality CPD which links to areas of personal development as well as the strategic development priorities, in line with working hours and agreed roles and responsibilities in school.</i></p>	<p>CPD Planner & feedback forms SDP SEF Perf Man Line Management Weekly briefing – standard item Online learning modules for all staff Ofsted report</p>	
<p><i>Safeguarding is highly effective for all groups of pupils and of the utmost importance for everyone in school and the wider community.</i></p>	<p>Green referral forms Standard agenda item at weekly briefing Online training for all staff Face to face training for all staff SLT arrangements to ensure safeguarding staff always on site Revised policy –signed by all staff Lanyard identification system Evolve – risk assessment system Pupil Progress meetings Wellbeing meetings – SLT</p>	

	Attendance letters & incentives New staff induction Volunteer/student briefings Chronology tracking form (green forms)	
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Equality Development Priority 4-Community Partnerships

Foster positive partnerships and relationships so that the wider local community have a shared sense of cohesion and belonging regardless of gender, age, race, sexuality or disability.

How is this being achieved?	Evidence	Next Steps
<p><i>Promote community members to become active within the life of the school so that pupils are exposed to a wide variety of people and value the contributions of others.</i></p>	<p>50 things, people, places plan Worship/visitors plan Volunteers/helpers Local business contacts AQT connections Rev. June – church links PTFA Long term curriculum Summer/Christmas Fayres External club providers/coaches</p>	
<p><i>Maintain effective channels of communication with wider stakeholders ensuring that the life of the school is celebrated and promoted fully.</i></p>	<p>Twitter Updates Newsletters published bi-weekly PTFA Parent Mail Class Newsletters Website Tapestry (EYFS) Share & shine opportunities</p>	