



Ancaster
Church of England Primary School

Public Equality Plan

“Be the Best You Can Be!”

Update: May 2018

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 School Values: *Friendship Achievement Respect Creativity Honesty*

Modern British Values: *Democracy Tolerance Mutual Respect Rule of Law Individual Liberty*

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	Potential 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 Thought/quote of the Week Curriculum PSHE Celebration and school value of Achievement School Ambassadors</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	Potential Next Steps
<p><i>Effectively track groups of pupils to ensure that every child achieves/exceeds their targets set from individual starting points.</i></p>	<p>Data Tracking Sheets-flightpath data FROG Data tracking Use of standardised tests Pupil Progress Meetings SEND Clinics/Pupil Premium Clinics Parent Consultations Pupil Profile Sheets and updates to parents 4 times per year. End of year reports Provision Mapping/intervention timetables TA Line Management/deployment</p>	
<p><i>Annually review the school curriculum to ensure that all pupils are aware of the ethnic and cultural diversity and disability.</i></p>	<p>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...</p>	<p>Display positive images that promote cultural diversity and disability awareness across the school.</p> <p>Develop stronger links with children and families across the world.</p>
<p><i>All children regardless of deprivation, race, gender, ability and age are able to access wider experiences to enhance their learning opportunities.</i></p>	<p>Pupil Premium funding allocations-Strategy SEND Provision-SEND information report PE Premium Reports School Fund allocations 5 year budget planning documentation</p>	
<p><i>Curriculum planning reflects a commitment to equality so that intentional , purposeful and meaningful links are made to promote diversity and equality.</i></p>	<p>Cycle A and B curriculum planners Curriculum maps and parent letters sent out termly Visits and Visitors planner</p>	

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	Potential 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 Occupational Health Line Management CPD Meetings-briefing/PDM/INSET Well-being meetings Appraisal and Performance Management for all staff Roles and Responsibilities Policies Recruitment diversity Safer recruitment in place Induction packages for new staff</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 SDP SEF Perf Man Line Management</p>	
<p><i>All staff have regular, and ongoing, Safeguarding training to ensure the children are kept safe and our systems and procedures promote high levels of equality for all.</i></p>	<p>Safeguarding audit-LCC Safeguarding Policy CPOMS Well-being meetings Senior Leadership Meetings Briefings with weekly safeguarding focus 5 year training plan</p>	

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	Potential Next Steps
<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>	Links with the church-Rev Georgie and Rev June Member of Parish council on Governing Body Joint working party for critical incident plan within the school and parish council Volunteers	
<i>Maintain effective channels of communication with wider stakeholders ensuring that the life of the school is celebrated and promoted fully.</i>	Twitter Updates Newsletters published bi-weekly PTFA Parent Mail Class Newsletters Website	