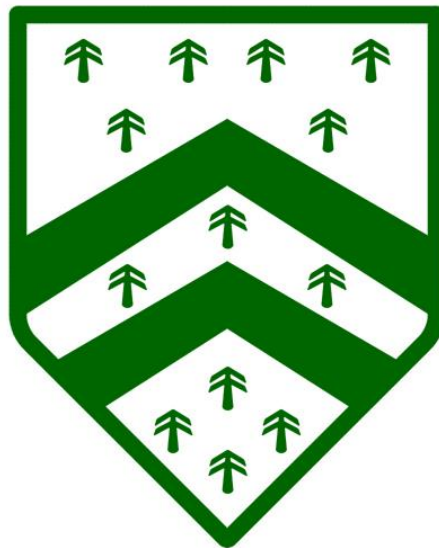


# Equality information and Objectives (Public Sector Equality duty) Statement

Bishop's Tachbrook CE Primary School



Our Vision Statement:

At Bishop's Tachbrook CE Primary School, everything we do, we do with love, always staying true to our IDEALS:

We **inquire** about the wonderful world God has created to **discover** and develop the gifts God has given us. We **encourage** each other and build each other up to **achieve** our full potential. We stay true to what is right: **loving** our neighbour as ourselves. We walk out into the world **shining** as a light for other people, knowing that God gives us the strength to make all things possible and create a positive difference in our community.

Approved by:

Date: Sept 2020

Last reviewed on: Sept 2020

Next review due by: Sept 2024

## Public Sector Equality Duty

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.

Bishop's Tachbrook CE Primary School is an inclusive school committed to ensuring equality of provision throughout the school community. We specifically focus on the well-being and progress of every child within a nurturing environment where all members of our community are valued, respected and cared for.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

The Warwickshire County Council document entitled '[Equality, Diversity and Inclusion for Schools](#)' provides a format for addressing the statutory duties of the Equality Act 2010. This supersedes and brings together all previous statutory duties in relation to race, gender and disability and also addresses the duty to promote community cohesion, thus meeting the school's statutory duties in these areas. The Church of England's guidance (Summer 2019) for Church Schools entitled '[Valuing all God's Children](#)' is central to this school's vision that every child should live 'life in all its fullness'.

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

1. All learners are of equal worth
2. Differences are recognised, respected and celebrated
3. Positive attitudes and relationships are fostered to create a shared sense of cohesion and belonging.
4. Good equality practices are maintained in staff recruitment, retention and development.
5. Reduction and removal of inequalities and barriers that already exist are paramount.
6. High expectations of all children are maintained.

In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics (see policy) as well as the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children

Our objectives detail how we ensure equality is applied to:

- Improving attainment and progress for all children.
- Improving attainment and progress for children who encounter disadvantage.
- Providing an environment where discrimination of any form is addressed and eliminated.
- Advancing equality of opportunity through role models, high quality curriculum, quality CPD for staff.
- Fostering good relations with parents and carers, children, governors and the community.
- Reducing behaviour that is discriminatory or oppressive in any way.

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, 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 above different groups is removed, or at least remains less than the gap nationally.

We eliminate discrimination by:

- Adhering to the WCC Equality, Diversity and Inclusion for schools Guidance
- Adopting a School Behaviour policy which ensures that all children feel safe at school and that any prejudicial bullying is addressed. This policy is explicit in identifying behaviours which will not be tolerated and [the summary sheet](#) explains that these will always be robustly challenged.
- Reporting, responding to and monitoring all discriminatory incidents thoroughly
- Regularly monitoring the curriculum to ensure that it meets the needs of all pupils and that it promotes respect for diversity and challenges negative stereotyping
- Ensuring teaching is of the highest quality so that children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure all children make good progress, intervening when necessary

- Ensuring all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

### We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils

### We foster good relations by:

- Ensuring that Bishops Tachbrook CE Primary School is seen as a community school within our local area, ensuring we are active members of the community.
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

## Equality Objectives

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

- 1: To monitor and analyse pupil progress and achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.
- 2: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.
- 3: To review individuals access to technology at home, and in the case of children being unable to attend school for medical or COVID19 related reasons, ensure that all pupils are able to access learning provided.
4. To promote understanding and respect for differences.