



ST NICHOLAS CE PRIMARY SCHOOL EAST CHALLOW EQUALITY ACTION PLAN

REVIEWED SPRING 2022

REVIEW DUE SPRING 2023

St Nicholas CE Primary School East Challow is a small school situated in a village location, which delivers educational provision for 112 children. The proportion of pupils with learning difficulties and/or disabilities, is higher than the national average, with three Educational Health Care plans. 93.5% come from White British backgrounds, and three children have English as an additional language. with 17 % of children eligible for Pupil Premium.

ENGAGEMENT

- Progress of all children is tracked three times a year and reported to parents. SEN and PPG children are tracked every term through Individual Pupil Progress meetings (IPPIs) and their progress discussed with parents three times a year to inform Pupil Passport targets.
- The school has an open door policy and encourages parents to discuss potential problems as soon as possible. The headteacher is introducing parent forum sessions. Teachers are available at the end of every day to encourage informal discussion of pupil wellbeing.
- The school produces a fortnightly newsletter to celebrate achievements and to keep parents informed. An update three times a year from Governors delivers strategic updates to parents. Staff in the school office are warm and welcoming.

- The school encourages members of the community to play an active role in supporting the school for example, listening to readers, joining in with school trips, church services and other special event days such as Sports Day.
- The PSHE programme, Circle time, worry workshops and reflection spaces in classrooms support the children with any worries or concerns. We also have a trained ELSA who can provide targeted support.
- There is a school council and regular pupil conferencing. Ofsted judged the school 'Good' in September 2017. In June 2017, the Statutory Inspection of Anglican and Methodist Schools judged the school as 'Good' in its Christian distinctiveness and effectiveness. The school incorporates a range of Christian based values throughout the whole year through a series of differentiated assemblies. The school newsletter carries a 'Thought for the Week' with alternating Christian and secular quotes.

EQUALITIES ANALYSIS

The Equality Act 2010 requires us to publish one or more specific and measurable equality objective. We aim to address areas where we need to take action to improve equality and tackle disadvantages. Below is an action plan to support the school's progress towards improved understanding of equality and diversity.

EQUALITIES ACTION PLAN

Objective	Current practice	Change to practice	Responsibility for Change
To monitor pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Awareness of Equalities Act (2010) and curriculum has been adapted to reflect recent training in LGBTQ+ and RSHE Policy. Staff are increasingly aware of Equality and Diversity issues through training, including 'No Outsiders'	Monitoring of achievement with action plans created to address any trends or patterns identified to ensure equality for all.	HR; SLT; FGB to monitor

<p>To raise levels of attainment in core subjects for vulnerable learners.</p>	<p>School curriculum takes into account starting points for all learners, and a range of teaching styles and resources are used.</p>	<p>Termly monitoring of vulnerable learners alongside 'Pupil Voice'</p> <p>Use of National Tutoring funding to provide personalised learning support for vulnerable learners.</p>	<p>HR; SLT ;FGB to monitor</p>
<p>To review levels of parental and pupil engagement (including attendance) in learning and school life, across all activities to ensure equity and fairness in access and engagement.</p>	<p>Staff actively plan engage with parents through Clasdojo</p> <p>Increased awareness and understanding of how to challenge and manage responses to bullying, including LGBTQ+ and cyberbullying.</p> <p>Developing school curriculum to incorporate more opportunities to celebrate diversity within the school community.</p>	<p>Continue to raise awareness of the importance of SMSC opportunities linked to Equality and Diversity.</p> <p>Create a Children's Charter for the whole school which promises to provide enrichment opportunities for all children in an inclusive manner. Include the wider community in enhancing ideas and opportunities for the children.</p> <p>Engage directly with families whose engagement is low to identify any barriers, so they can be addressed on an individual basis.</p>	<p>HR ;KM; SLT; FGB to monitor</p>

