



Equality statement

At Cleeve Prior C of E Primary school, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

As a Church of England School, we identify Christian values that underpin the whole of our community. These values inform our school's vision, aims and ethos, the design of our curriculum, all policies and statement, planning and the school's management and governance.

The Equality Act 2010 requires us 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

We have considered the information collected above and have identified (key objectives that our school will focus on this year. These objectives will help us to meet the three arms of the general duties required in the Equality Act 2010.

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

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school
- To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities
- To ensure the school environment is accessible as possible to all pupils, staff and visitors
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children



COMPLIANCE:

To be read in conjunction with The Racial Equality and Equal Opportunity Policy

REVIEW:

Equalities information will be updated annually and progress towards our objectives will be monitored and reviewed every year. In line with legislation, the objectives will be re-published formally, at least every 4 years.

Our Equality Objectives

**Cleeve Prior C of E Primary School
Equality Objectives for period September 2022 –2023**

Objective	Which group(s) with protected characteristics will this benefit	Actions and who will be involved?	Which general duty/ies will it address?	How will we measure our success?
To ensure that all pupils are given similar opportunities throughout their time at Cleeve Prior (roles and responsibilities, after school clubs).	Disability, Gender, Race, Religion or belief,	Analysis of register of attendance. Parents and pupil questionnaire.	Advance equality of opportunity between people who share protected characteristics and those who do not	Increase of attendance to after-school clubs. Increase of roles and responsibilities across the school for those who share protected characteristics.
To ensure the school environment is as accessible as possible to all pupils, staff and visitors.	Disability, Gender,	Keep accessibility plan up to date (see plan) SENCo, Health and Safety Governors	Advance equality of opportunity between people who share protected characteristics and those who do not	Reasonable adjustments made so that pupils able to access learning and environment

<p>Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children.</p>	<p>Disability, Gender, Race</p>	<p>Modify provision in order to meet all children's needs and interests. Targeted interventions/ catch up programme for identified individuals. Improve parental engagement by showcasing learning experiences and fantastic work by the children (Class assemblies/home/school work sharing system/certificates given in worship) Effective communication by all stakeholders.</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p>	<p>The gap will be narrowed.</p>
<p>To promote pupils spiritual, moral, social and cultural development through appropriate curricular opportunities, with particular emphasis on promoting equality and diversity.</p>	<p>All groups of learners</p>	<p>Programme of visits to include places of worship and larger towns and cities Programme of visitors organised for worship to share different faiths and cultures Inspiration people worship every other week to discuss diversity and overcoming obstacles. Senior Leadership Team, RE subject leader,</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</p>	<p>Pupils in the Association will have a wider experience of a divergent society Children understand that they are part of a multi- faith society and learn the values of other religions</p>
<p>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.</p>	<p>All groups of learners</p>	<p>Parental questionnaire Family Support worker role created Access to Parenting Programme Review of parental engagement Provide access to remote support for all learners</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p>	<p>All pupils have equal access to the curriculum and opportunities provided by the school.</p>