



Benwick Primary School



Public Equality Plan 2020-2024

Benwick Primary School is committed to equal opportunities for all. Our school will make all members of our school Community feel welcome and will not discriminate against: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Our School Values:

RESPECT- RESPONSIBILTY -HONESTY- RESILIENCE - COMMUNITY

Modern British Values:

Democracy- Tolerance- Mutual Respect- Rule of Law- Individual Liberty

Our Mission Statement: *Together We Can*

Aims:

*We value and celebrate confidence in ourselves as individuals, knowing that we can make our own contributions to the world.
We understand the importance of respecting each other and members of our community and taking the responsibility for our own environment.*

*We strive to install a love of life long learning.
Learning will be creative, exciting and fun.*



Equality Development Priority 1-Ethos and Culture of the School

Ensure our 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	Outcomes and next steps
<p>Explicitly teach the School & Modern British Values through Collective Worship.</p>	<p>Meetings schedules and agendas Policies Learning Environments Website Relationships Curriculum planning and development (see below) Enrichment Displays linked to Modern British Values British Values Assemblies</p>	<p>School and modern British Values are a focus of worship every week. Children are able to talk about school values in particular and give examples of how these are exhibited. Children understand democracy through class voting, participation in school council etc. Our PSHE scheme supports teachers in explicitly delivering this in lessons.</p>
<p>Ensure all stakeholders treat one another with respect, politeness and tolerance for differences.</p>	<p>Behaviour policy and steps/rewards School Values Collective Worship Class & school rules Team Point reward systems Policies-Parent Code of Conduct/Staff code/Home and School Agreement Newsletters Parent & Community Communications</p>	<p>Respect, tolerance and politeness is explicitly taught through collective worship, RE, PSHE and class circle time. Observations and pupil voice have demonstrated that this is generally well embedded in our school.</p>
<p>Build on our inclusive ethos by promoting a 'no ceiling' approach to learning and aspiration, to encourage everyone to achieve more than expected.</p>	<p>Growth Mindset (including assemblies and displays) Thinking Skills Pupil Premium SEND Policy and Practice Curriculum PSHE</p>	<p>Assemblies on potential and aspiration have supported this, as well as a mastery approach to the curriculum. Next step:</p>



	Celebrations	Resilience still needs to be worked on as this took a significant dip as a result of Covid.
Listen to the views of all stakeholders so that their thoughts and opinions are valued and included in the strategic planning of the school.	School Council Big Conversation Parent Questionnaires/meetings Pupil Voice Governor Monitoring and Evaluation Staff Questionnaire Line Management for staff-Staff and TA Meetings Staff Memo	Pupul voice is regularly collected, as well as staff voice (informally). Next steps: Collect views of parents more regularly
Equality Development Priority 2-Curriculum and Achievement Provide opportunities for all of our pupils to succeed and reach their potential		
Actions	Evidence	Outcomes and next steps
Track individuals' progress to ensure that every child achieves/exceeds their targets set from previous key stage.	Pupil Progress Meetings SEND meetings/Pupil Premium meetings Parent Consultations Pupil Profile Sheets and parent End of year reports Provision Mapping/intervention timetables TA Line Management/deployment	Pupil progress is tracked carefully through formative and summative assessmnet and next steps planned carefully.
Regularly review the school curriculum to ensure that all pupils are aware of the ethnic and cultural diversity and disability.	Curriculum documentation Pupil Voice (Big Conversation) Visits and Visitors PSHE curriculum links Medium Term Plans Enrichments plans	The curriculum is reviewed yearly, due to mixed age cohorts. Diversity is planned in to RE, PSHE & collective worship – eg Black History Month Next steps: Plan in further awareness of disability in the curriculum
All children regardless of deprivation, race, gender, ability and age are able to access wider experiences to enhance their learning opportunities.	Pupil Premium funding allocations-Strategy SEND Provision-SEND information report PE Premium Reports School Fund allocations	100% children attended UKS2 Residential – additional funding was sought to ensure every child could attend. 100% children attend trips/activities – no-one is excluded by not having the ability to pay



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).

Actions	Evidence	Outcomes and next steps
<p>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.</p>	<p>Reasonable Adjustments Occupational Health Line Management CPD Meetings-briefing/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>A good relationship has been established with all staff, who know the line management structure. Termly planners and Weekly memos briefings ensure all staff are up to date and prepared for forthcoming events. Policies are kept up to date and shared with staff. Safer recruitment procedures in place.</p> <p>Next steps: Staff wellbeing questionnaire</p>
<p>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.</p>	<p>SDP SEF Perf Man Line Management</p>	<p>Planned CPD, linked to the SDP and Performance Management is planned for all staff.</p> <p>Next Steps: Additional midday supervisor training</p>
<p>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.</p>	<p>Weekly memo Safeguarding audit Safeguarding Policy Well-being meetings Senior Leadership Meetings</p>	<p>Staff receive at least yearly full basic safeguarding training, additional reminders and information is shared via the weekly memo. LA model policies are adopted for safeguarding. My Concern electronic reporting is used.</p>



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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.

Actions	Evidence	Outcomes and next steps
<p>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.</p>	<p>FOBS Links with Parish council on Governing Body Benwick in Bloom Volunteers Village Hall Committee Village Sport Christmas lights</p>	<p>Good links established with Friends of the school. Benwick in Bloom supported for yearly bloom week. Community volunteers come in to school to help. HT liaises with Village hall committee for use of the Hall.</p>
<p>Further develop effective channels of communication with wider stakeholders ensuring that the life of the school is celebrated and promoted fully.</p>	<p>Fortnightly newsletters Dojo Class Link-ups Website Community Newspaper</p>	<p>Staff available on playground morning and pick-up. Dojo available for informal communication between teachers and parents Weekly briefing via email sent to parents Website kept up to date Emails sent as required to share information HT on playground every morning to meet and greet children and parents</p>