



## 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><b>Explicitly teach the School &amp; Modern British Values through Collective Worship.</b></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><b>Ensure all stakeholders treat one another with respect, politeness and tolerance for differences.</b></p>	<p>Behaviour policy and steps/rewards School Values Collective Worship Class &amp; school rules Team Point reward systems Policies-Parent Code of Conduct/Staff code/Home and School Agreement Newsletters Parent &amp; Community Communications</p>	
<p><b>Build on our inclusive ethos by promoting a 'no ceiling' approach to learning and aspiration, to encourage everyone to achieve more than expected.</b></p>	<p>Growth Mindset (including assemblies and displays) Thinking Skills Pupil Premium SEND Policy and Practice Curriculum PSHE</p>	



	<b>Celebrations</b>	
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	
<b>Equality Development Priority 2-Curriculum and Achievement</b> Provide opportunities for all of our pupils to succeed and reach their potential		
<b>Actions</b>	<b>Evidence</b>	<b>Outcomes and next steps</b>
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	
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	
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	



**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
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.	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	
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.	SDP SEF Perf Man Line Management	
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.	Weekly memo Safeguarding audit Safeguarding Policy Well-being meetings Senior Leadership Meetings	

**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.**



<b>Outcomes and next steps</b>		
<b>Actions</b>	<b>Evidence</b>	<b>Outcomes and next steps</b>
<b>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.</b>	<b>FOBS Links with Parish council on Governing Body Benwick in Bloom Volunteers Village Hall Committee Village Sport Christmas lights</b>	
<b>Further develop effective channels of communication with wider stakeholders ensuring that the life of the school is celebrated and promoted fully.</b>	<b>Fortnightly newsletters Dojo Class Link-ups Website Community Newspaper</b>	