

Western Primary School Equality Objectives 2023-2026

The Equality Act 2010 requires us publish information that demonstrates that we have due regard for the needs 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.

Western Primary School and Nursery is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We implement a comprehensive Equality Policy which is published on our school website and the Red Kite learning Trust's website.

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.

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

1. All learners are of equal value, regardless of disability, ethnicity, culture, nationality, gender, religion or age.
2. We aim to reduce and remove inequalities and barriers that already exist.
3. We have the highest expectations of all our children.
4. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
5. We observe good equalities practice in staff recruitment, retention and development. Staff and governors are provided with appropriate training to support the achievement of our Equality Objectives.
6. We recognise and respect differences.
7. We regularly monitor all aspects of our school's policies and practices to ensure that they support the published aims and ethos and ensure Western is a values-based community founded on equality, tolerance and respect for all.

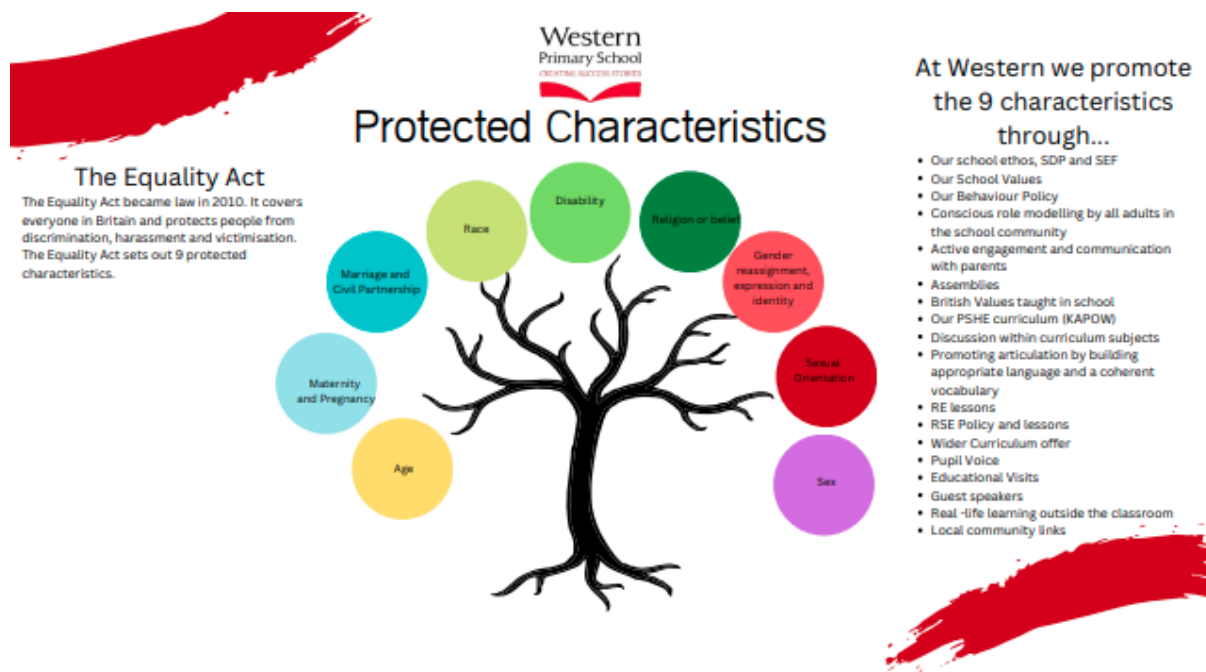
Equality Information

Number of pupils on roll at the school: 505

Age of pupils: 2-11

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on this basis of protected characteristics. Every person is likely to have several of the protected characteristics so the Act protects everyone against unfair treatment. In order to ensure that all pupils are protected against discrimination, the school collects information on the protected characteristics.



Information on other groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM) and those in receipt of the Pupil Premium Grant (PPG)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers

- Looked after children
- Other vulnerable groups

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 groups is removed, or at least remains less than the gap nationally.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we consider equality issues in everything that we do at Western Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Adoption of the Single Equality Policy Statement
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it
- promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal opportunity for success

Western Equality Objectives

<p>Objective 1 Eliminating Discrimination</p>	<p>To develop pupils' understanding of Equality & Diversity through the curriculum.</p>
<p>Why have we chosen this objective?</p>	<p>The school curriculum provides an excellent opportunity for teaching pupils about the protected characteristics. For example, in our predominantly White British context, it is very important that we teach children about a range of cultures to promote respect.</p>
<p>How will this be measured and evaluated?</p>	<p>To achieve this objective, we plan to: use a range of texts that further enhances children's understanding of equality, diversity and inclusion (Terrific Texts) We will work with the Values SUCCESS team children to audit diversity within our school. To have a working party of children and parents/ carers that can help to support and evaluate our current provision. To look at the school/ classroom environments and ensure that they are reflecting diversity. Pupil/ parent surveys will show that both parents and pupils understand how the school promotes equality, diversity and inclusion.</p>
<p>Progress</p>	<p><i>Terrific texts devised and being implemented in EY and KS1 from Summer Term 2023. Self-evaluation completed as part of RED Award (Respect, Equality and Diversity Award) Pupil Survey Spring 62% of pupils felt they had a good understanding of what diversity means.</i></p>
<p>Objective 2 Advancing Equality of opportunity</p>	<p>To further develop the range of diverse visitors into school and make links further afield. To use the school's own community and ensure we are utilising and celebrating it as much as possible.</p>
<p>Why have we chosen this objective?</p>	<p>Despite being a predominantly white British community we have 25 languages spoken within the school, 6 religions and 26 ethnicities and a number of children joining our community from overseas. As a staff we felt that we were not utilising our community to its best advantage and this could be further developed. We are also</p>

	seeking to make links with other school's and communities in the wider world. When planning, staff will consider trips and visitors which may promote equality, diversity and inclusion.
How will this be measured and evaluated?	Monitoring of the curriculum and teaching & learning. Celebration events/ trips and visitors monitored to ensure that the school's community is being reflected and celebrated. Connections made with schools in the wider community/ world.
Progress	<i>Development of Western 10x examines how diversity is promoted and enhanced for our pupils as part of our curriculum driver of diversity. Trips and visits to different places of worship have taken place across school.</i>
Objective 3 Fostering good relations.	To increase pupils' understanding of the protected characteristics and to help children respect these characteristics.
Why have we chosen this objective?	We want our pupils to show tolerance, understanding and respect for people who may have different characteristics or needs to them.
How will this be measured and evaluated?	We will measure this through pupil voice discussions and surveys. Class assemblies and year group assemblies will regularly promote and revisit the protected characteristics. Texts which support the protected characteristics to be displayed.
Progress	<i>Staff meeting on Protected Characteristics for staff. PC incorporated into class assembly schedules.</i>