



Equality Objectives

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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.

Lipson Vale Primary School is an inclusive school where we focus on the wellbeing and progress of every child and where all members of our community are of equal worth. 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.

Equality Objectives:

Improvement needed:

Through analysis of outcomes, both internal measures and external, it is clear that further work needs to be carried out to enable our most vulnerable learners to make equitable progress with their peers and other vulnerable learners nationally - this is particularly evident across all three core subjects.

As a school we need to gain a better understanding of the contextual make-up of our vulnerable pupils to further understand the barriers that are preventing them from making equitable progress.

Equality objective

To increase the progress of our most vulnerable learners.

Key strategies to address this

- Pupil Premium Strategy (a 3-year strategic plan which is evaluated yearly)
- Teaching, Learning and Assessment Strategic Improvement Plans (capturing the Strategic Improvement plan into year on year actions)
- Termly analysis of progress and attainment data - identify and monitoring patterns and trends.
- Termly class conversations which identify pupils who are not making equitable progress and clear actions identified to remove challenges for them.
- Strategic deployment of support staff to provide specific and identified support pupils in overcoming challenges to making progress.

Improvement needed:

Plan on-going events that will embrace diversity, encourage positive attitudes and understanding of pupils with protected characteristics including different forms of disability, for example:

- Get involved in National Deaf Awareness Week
- Plan awareness-raising assembly on autism and the difficulties this presents
- Drama and music for the Respect festival to celebrate diversity
- Plan assemblies on cultural events throughout the year, e.g. Chinese New Year, and invite speakers into school
- Hold an anti-bullying week
- Increase understanding of LGBT, including through events such as Gay Pride/LGBT History Month
- Current affairs forum
- Celebration of historical events
- Increase understanding of different religions by visits to different places of worship
- Increase understanding of different cultures through the Youth Cultural Champion Programme or multi-cultural/interfaith events. Use of Skin Deep materials www.babcock-education.co.uk/ldp/ema
- Visits to local places of worship
- International Schools Award

Equality objective

To further develop the community's cultural awareness and tolerance of difference.

Key strategies to address this

- Development of cultural awareness through the actions of MFL and International Schools leaders.
 - Increased community involvement in education and cultural events
 - Cultural ambassadors (pupils and adults)
- Inclusion of cultural events within the school calendar.
- Inclusion of cultural events within the Collective Worship calendar.
- Challenging viewpoints through curriculum design and not shying away from 'big questions'

Improvement needed:

As we continue to develop and refine our curriculum offer for all pupils, we need to ensure that equality is promoted and advanced through the education of all pupils. We need to ensure that our curriculum promotes an understanding of identity, gender, equality and race by exploring and celebrating languages, festivals, traditions and events within our own cultures and those of others. We owe it to our pupils to recognise diversity beyond that which may be experienced within our local community - reinforcing tolerance.

A key question to ask ourselves about curriculum design is 'How are we challenging stereotypes through our teaching?'

Equality objective

To develop a curriculum that is accessible for all pupils

Key strategies to address this

- Evaluation of the curriculum through Enquiry Days
- Curriculum Action Plan
- Dedicated CPD time to evaluate and plan an equality rich curriculum
- Establish and strengthen curriculum and links to cultural events (e.g. Diwali)