

'At Matching Green CE Primary School, we are all learning with our head, heart and hands so that we can experience life in all its fullness'

Equality Statement and Objectives Autumn 2023



When seeking to achieve our vision we put our Christian values of kindness, friendship, endurance, forgiveness and thankfulness at the heart of every decision.

At Matching Green CE Primary School, we are committed to ensuring equality of education and opportunity for all children, staff, parents/carers linked to our school, irrespective of race, gender, sexual orientation, age, disability, faith or religion 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 are able to participate fully in school life.

The achievement of children will be monitored by race, gender, socio-economic status and disability and we will use this data to support children, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Matching Green CE Primary School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit.

At Matching Green CE Primary School, we treat all members of our school community as individuals with their own particular abilities, beliefs, challenges, attitudes and background. We create and maintain a school ethos which promotes equality, develops an understanding and challenges appropriately. We encourage all members of our community to gain a positive self-image and to have high expectations of themselves and others. We promote mutual respect and valuing others who are similar or different. The staff and governors of the school monitor and review regularly to ensure that there is a cycle of continuous improvement in all that we do.

Equality Objective 1:

To continue to narrow the gap between advantaged and disadvantaged children.

Why we have chosen this: we have small cohort sizes with a number of Pupil Premium children, which means that they are a significant group that need their outcomes, achievements and progress to be tracked rigorously. As a school, we recognise these children as a vulnerable group and therefore want to ensure that every opportunity for them to achieve their potential is planned for.

How we will achieve this: by continuing to maximise our Pupil Premium budget to ensure that focused quality teaching and learning occurs daily. Focusing the teaching and learning will be discussed during Pupil Progress meetings with the class teacher. We will also continue

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to ensure that all Pupil Premium children have the same opportunities as advantaged children, and are able to take part in the entire curriculum (including enrichment activities) that is available, and are not prevented from doing so because of their socio-economic status.

Progress we are making towards this objective:

- All Pupil Premium children take part in every curriculum enrichment activity e.g. workshops, trips, outings, sporting events inc swimming lessons
- All Pupil Premium children are given the opportunity to take part in clubs that are provided for by the school and by external agencies.

Equality Objective 2:

To teach the importance of empathy and compassion; recognising the different circumstances that people live in and how this makes them who they are.

Why we have chosen this: staff are aware of the diversity of the children within our school ranging from socio-economic background and status, race and family structures. Children can at times be hurtful to each other as they are ignorant to what they are saying and how they are saying it has an impact on other children.

How we will achieve this: Bringing groups of pupils together to support understanding of appropriate language and appropriate use of language. Offering support to those who use derogatory language and to those who are on the receiving end of such language. Engage with children's families to ensure a consistent and untied approach to appropriate language. To provide support to families through workshops provided by the school and external agencies if necessary. Educating children about protected characteristics and how this looks in modern Britain. British Values to be taught in isolation and in tandem with other topics in the whole school curriculum and in individual classes.

Progress we are making towards this objective:

- Addressing all issues surrounding the use of derogatory language immediately, directly with the pupil(s) in question and their families.
- Educating children who use derogatory language to make them understand the consequences of their actions
- Supporting those who are on the receiving end of derogatory language
- Planning in lessons throughout the SMSC/PSHE curriculum to educate all children about the use of derogatory language and its impact.
- Emphasising the use of language when discussing British Values
- Staff and governors being made aware of the Church of England documents relating to challenging homophobic, biphobic and transphobic bullying
- Anti-bullying to be taught during the awareness week but also within the PSHE curriculum on a regular basis.
- The school's curriculum to deliberate plan more opportunities to teach protective characteristics and for teaching resources to demonstrate a broader range of diversity representative of our children and their families.
- The introduction of No Outsiders curriculum alongside our PSHE curriculum
- Collective Worship time to also be used as a driver to promote No Outsiders and to explore the multi-cultural society we live in.

This will be reviewed every 4 years, but is a working document

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