



Equality Objectives

Winslow Church of England School demonstrates a strong culture of inclusion through our vision, values and culture of the school. Staff and Governors are committed to promoting equality of opportunity across the school community and take seriously the requirements of the Public Sector Equality Duty as defined by section 149 of the Equality Act 2010. In summary, those subject to the general equality duty must have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimization
2. Advance equality of opportunity between different groups
3. Foster good relations between different groups

Having due regard to equality considerations means that whenever significant decisions are being made or policies developed, thought must be given to equality implications.

Regulations associated with the Act introduced specific duties for schools:

- (a) To publish information to demonstrate how they are complying with the Public Sector Equality Duty
- (b) To prepare and publish equality objectives

Winslow Church of England Objectives for 2018-22:

- To ensure equality of access for all pupils.
- To support disadvantaged pupils to make expected or better progress in writing and maths so the gap with others is diminished.
- To provide opportunities for pupils to appreciate their own culture and to celebrate the diversity of other cultures, to prepare them for life in a diverse society.
- To seek to involve all parents in their child's education

Objective	Impact
To ensure equality of access for all pupils.	2019: Adjustments made to SATS papers for children with dyslexia; 16 children were provided with a reader Support for child with crutches to enable full participation in school life

	<p>2020 and 2021 Lockdown – ensuring vulnerable children are given a place in school to support their learning</p> <p>Getaway Foundation Grant – resources purchased for PP and vulnerable children to support learning and wellbeing (Maths resources, English, Art, PE, reading books)</p>																																																										
<p>To support disadvantaged pupils to make expected or better progress in writing and maths so the gap with others is diminished.</p>	<p>Ensure group level data is presented to Curriculum Committee and scrutinised by Governors</p> <p>Provision to be continually monitored by senior leaders.</p> <p>Writing and Maths gap PP v national others:</p> <table border="1" data-bbox="608 689 1249 1010"> <thead> <tr> <th>Subject</th> <th>2018</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>KS1 Writing</td> <td>20%</td> <td>7%</td> <td>n/a</td> </tr> <tr> <td>KS1 Maths</td> <td>26%</td> <td>23%</td> <td>n/a</td> </tr> <tr> <td>KS2 Writing</td> <td>21%</td> <td>10%</td> <td>n/a</td> </tr> <tr> <td>KS2 Maths</td> <td>35%</td> <td>21%</td> <td>n/a</td> </tr> </tbody> </table> <p>Progress of disadvantaged pupils is improving (3 yr trend)</p> <table border="1" data-bbox="608 1099 1386 1480"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">2017</th> <th colspan="2">2018</th> <th colspan="2">2019</th> <th rowspan="2">2020</th> </tr> <tr> <th>Disadv</th> <th>Non Dis</th> <th>Disadv</th> <th>Non Dis</th> <th>Disadv</th> <th>Non Dis</th> </tr> </thead> <tbody> <tr> <td>Reading</td> <td>-6.6</td> <td>0.3</td> <td>-3.5</td> <td>-0.1</td> <td>-4.0</td> <td>-0.6</td> <td>n/a (Nov 20?)</td> </tr> <tr> <td>Writing</td> <td>-4.9</td> <td>-1.2</td> <td>-3.0</td> <td>-1.2</td> <td>-0.3</td> <td>1.0</td> <td>n/a (Nov 20?)</td> </tr> <tr> <td>Maths</td> <td>-5.2</td> <td>-3.8</td> <td>-5.0</td> <td>-2</td> <td>-4.3</td> <td>-1.6</td> <td>n/a (Nov 20?)</td> </tr> </tbody> </table>	Subject	2018	2019	2020	KS1 Writing	20%	7%	n/a	KS1 Maths	26%	23%	n/a	KS2 Writing	21%	10%	n/a	KS2 Maths	35%	21%	n/a		2017		2018		2019		2020	Disadv	Non Dis	Disadv	Non Dis	Disadv	Non Dis	Reading	-6.6	0.3	-3.5	-0.1	-4.0	-0.6	n/a (Nov 20?)	Writing	-4.9	-1.2	-3.0	-1.2	-0.3	1.0	n/a (Nov 20?)	Maths	-5.2	-3.8	-5.0	-2	-4.3	-1.6	n/a (Nov 20?)
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<p>To provide opportunities for pupils to appreciate their own culture and to celebrate the diversity of other cultures, to prepare them for life in a diverse society.</p>	<p>Training and continual professional development to ensure equality remains high on whole school staff's agenda.</p> <p>Curriculum reviews reflect engagement of different groups.</p> <p>Value of educational visits in broadening pupils' understanding</p> <p>Assemblies focus on different cultures – Black Lives Matter, Black History month, Rainbow Recovery Curriculum (whole school Mixed project)</p>																																																										
<p>To seek to involve all parents in their child's education</p>	<p>Maths and English Subject Leaders' reports to Curriculum Committee including feedback on parent drop ins</p>																																																										

	<p>Parental Engagement tracking sheet to monitor the attendance of PP parents at parents evening, drop ins etc</p> <p>SENDCO clinics for parents and new parent forum</p> <p>Focus on improving attendance of all pupils – parent leaflet stressing impact on learning of missed education</p> <p>New Parents Anti Bullying Forum November 2019</p> <p>Parent consultation – SRE policy</p> <p>Regular contact with vulnerable families during lockdown by MHWB team</p> <p>Class Dojo used to improve communication links with parents – greatly appreciated</p>
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