

# Spalding Parish Church of England Day School

*Wholly inclusive, striving for fulfilment, empowering the flourishing of our world.*

## Equality Objectives



**Date of Policy:**

September 2023

**Adopted by Academy Committee:**

October 2023

## Spalding Parish Church of England Day School Equality Objectives

### Vision

***Wholly inclusive, striving for fulfilment, empowering the flourishing of our world***

***Inclusive*** - Our inclusive community honours each person and ensures they know they are valued and valuable. Spalding Parish is a family where all members of our school community care for each other. This is evident through the level of support that is both given and received.

***Fulfilling*** - Through challenge and support, staff work extremely hard to ensure that children reach their full potential and set high standards, both of pupils behaviour and in the work they produce. We recognise that it is important, not only for our pupils to reach their academic potential, but for them to be given the opportunity to develop their talents in art, music and sport; allowing all to flourish and experience 'life in all its fullness'.

***Flourishing*** - Working together we strive to make a difference for all pupils, for our whole school community and for the wider world. We value all learners and aim to ensure every member of our school community can flourish as this is 'life in all its fullness'. Our curriculum aims to give hope and prepare children for the future in which they can fully participate as responsible and confident citizens.

### Introduction

Spalding Parish Church of England Day School is a church school, where our Christian faith lies at the heart of our ethos, creating and nurturing a compassionate and secure family community. We provide a caring school environment which challenges, motivates and stimulates each child.

At Spalding Parish we have strong beliefs about how pupils should be treated. As we are part of a Church of England Trust, we believe that every child is made in the unique image of God with their own unique talents and strengths. In our schools, we aim to find these in every pupil so that they can flourish and thrive as God intended, *'living life in all its fulness'* (John 10:10).

### Curriculum

Our curriculum is focussed on 'Making a Difference' - to the school itself, the local community and the wider world. This is underpinned by our Curriculum Drivers - Vocabulary/Background Knowledge, Growth/Mindfulness, Initiative and Possibilities/Community - alongside key enquiry questions to extend the children's knowledge and understanding. We strive to promote a curriculum which imparts knowledge; fosters curiosity, encourages growth and use of initiative, is language rich promoting the acquisition of a wider vocabulary and a love of reading, and builds cultural capital.

We define our curriculum as the totality of a child's learning experience whilst they are with us, ensuring that they are secondary ready and their educational journey undertaken whilst at SPCEDS equips them for the next stage. Together at SPCEDS we are on a continuing learning journey to support the children, families and wider community that we serve. We firmly believe in supporting the children to develop the essential skills for life in an ever changing world.

At Spalding Parish we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. To further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives which will be reviewed annually and may be changed as a result.

**Equality Objective 1:** To improve the outcomes for pupils with SEND or those in receipt of Pupil Premium funding.

**Our reason for this objective:** Recent events in terms of the pandemic, current economic climate and also mental health challenges has had greatest impact for the most vulnerable pupils.

**We will know we have achieved this when:**

- ✓ The gap between pupils with identified SEND and pupils with no identified SEND reduces.
- ✓ The gap between pupils in receipt of Pupil Premium and non-Pupil Premium reduces.
- ✓ The progress of pupils with identified SEND is consistently in line with that of their peers'
- ✓ The progress of pupils in receipt of Pupil Premium funding is consistently in line with that of their peers.

**How we intend to achieve this objective?**

- Through Quality First Teaching;
- Teachers delivering high quality interventions and pre-teaching;
- Where TAs deliver intervention they receive relevant high quality CPD (TA CPD Programme) so there are no identified differences in the quality of teaching and learning;
- Interventions which are recommended by the EEF or have proven impact will be delivered to our pupils.

**Equality Objective 2:** To improve the well-being for our pupils and staff.

**Our reason for this objective:** We know that the current economic climate alongside the recent pandemic has impacted negatively on the mental health and wellbeing of the school community.

**We will know we have achieved this when:**

- ✓ Our pupils and staff have gained the knowledge, opportunities and skills to develop positive mental health and, strategies when challenges arise.
- ✓ Pupils and staff will consistently live out the school vision with all flourishing.
- ✓ Targets/objectives set out within the School Improvement Plan linked to wellbeing and mental health have been achieved by July 2024.
- ✓ Our attendance matches that of what was achieved pre COVID.
- ✓ When outcomes in our pupil/staff questionnaires are consistently positive in outcomes.

**How we intend to achieve this objective.**

- Through coaching and high quality CPD in developing staff knowledge, opportunities and skills;
- Working with outside agencies including the Mental Health Support Team;
- Through our shared vision;
- Through a working, progressive action plan (within School Improvement Plan);
- Through intense monitoring and removing 'family' barriers for attendance (including LA Termly Attendance Reviews);
- Address outcomes from pupil/staff questionnaires.

**Equality Objective 3:** To open up the world of work and opportunities for all our pupils. Remove barriers, including employment barriers and stereotyping.

**Our reason for this objective:** Many of our children have low aspirations and do not see the breaking down of barriers as feasible or possible. We want the children to see that anything is possible and they can achieve anything they set their mind to.

**We will know we have achieved this when children leave us being able to:**

- ✓ Carry out a presentation, interview and team task with confidence and can demonstrate at least 80% of the World of Work concepts (Powerpoint) through their completed tasks.
- ✓ Complete an application letter/form and celebrate their individual skills, individual personalities and be proud of who they are.
- ✓ Listen to others, support others and know where they 'fit' in their community – they have a sense of belonging and worth

How we intend to achieve this objective.

- Further developing our current Key Stage 2 Apprenticeship Model;
- Continuing to engage with local businesses;
- Continue the development of our World of Work programme;
- Targets/objectives set out within the School Improvement Plan linked to the World of Work have been achieved by July 2024.

The objectives outlined within this document will ensure there is no discrimination in opportunities against the 9 protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation