

# Spalding Parish Church of England Day School

*We are a caring Christian Community built on Compassion,  
Trust, Friendship and Hope.*

## Equality Objectives



Date of Policy:	November 2019
Date of Review:	November 2023
Adopted by Governing Body:	November 2019
Signed by Chair of Governors:	Katherine Wright

**Equalities Objectives**  
**Spalding Parish Church of England Day School**








**Statement of Intent**


We are a community dedicated to learning. We support children to develop the skills for life. As learners we will make mistakes and learn from them; always making new mistakes. We will not fault find and blame others. We will listen and ask questions, discussing things openly. We will keep ourselves informed. We will have fun and laugh together. We will spend time becoming emotionally and inter-personally competent.




**1) Introduction**








At Spalding Parish Church of England Day School 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










**2) Objectives**


<b>Equality Objective 1:</b>
 To improve the outcomes for SEND pupils so that the gap between this group and the non-SEND children reduces.
 To ensure the progress of pupils with SEND is more in line with that of their peers.
<b>Why we have chosen this objective:</b>
The progress of pupils with SEND is lower than that of their peers in certain cohorts. By targeting this group of children we intend to reduce the attainment gap.
<b>To achieve this objective we plan to:</b>
 Ensure the target is a focus in the SIP
 Employ the SENDCO for 4 full days so she can monitor progress and provision more regularly
 Provide daily interventions for children with identified SEND
 Analyse data and focus on progress of this group at pupil progress meetings
 Provide additional targeted support for certain cohorts/individuals

<b>Equality Objective 2:</b>
 Ensure that those children with English as an additional language make good progress from their respective starting points.
<b>Why we have chosen this objective:</b>
Pupils from different countries (Slovenia, Slovakia and Romania) are now enrolling at the school and we want to ensure that they make as good progress as the children we currently have from Poland, Russia, Lithuania and Latvia.






<b>To achieve this objective we plan to:</b>
<ul style="list-style-type: none"> <li> Ensure that there is adequate provision for children joining the school with EAL</li> <li> Provide additional hours of support for identified children</li> <li> Ensure that we are able to communicate with the families</li> </ul>

<b>Equality Objective 3:</b>
 To increase awareness of, and have in place processes to identify and remedy any incidences of bullying.
<b>Why we have chosen this objective:</b>
Some children and parents do not fully understand what constitutes bullying.
<b>To achieve this objective we plan to:</b>
<ul style="list-style-type: none"> <li> Support all pupils in understanding the importance of respectful behaviour towards others and impact that negative behaviour (use of words/body language/social media etc.) can have</li> <li> Ensure that children fully understand what constitutes bullying through PSHE lessons, assemblies and Collective Worship</li> <li> Talk to the children (via School Council and Class Councils) to ascertain their thoughts</li> <li> Promote positive attitudes (eg through Anti-Bullying week)</li> <li> Run workshop for parents so that they are aware of school's views on bullying</li> <li> Closely monitor any incidents of bullying</li> </ul>

<b>Equality Objective 4:</b>
 To continue to work to improve the attendance of specific groups, where attendance is below the school average.
<b>Why we have chosen this objective:</b>
To gain a greater awareness of issues around SEND attendance and persistent absentees.
<b>To achieve this objective we plan to:</b>
<ul style="list-style-type: none"> <li> Questionnaire for pupils who fall into the category</li> <li> Track attendance of all pupils weekly, but particularly those with low attendance</li> <li> Continue to promote good attendance and punctuality through newsletters and certificates</li> <li> Further develop attendance prizes for pupils with 100% attendance including bi-termly attendance prizes for families to encourage good attendance</li> <li> Where attendance drops below school target – monitoring letters sent</li> <li> Where attendance drops below Government requirement – meetings called</li> <li> If meeting is not attended firmer line taken regarding authorisation of illness</li> <li> Education Welfare services involved when necessary</li> </ul>

<b>Equality Objective 4:</b>
 To promote spiritual, moral, social and cultural understanding through a rich range of curricular and extra-curricular opportunities.
<b>Why we have chosen this objective:</b>
We have a diverse community at our school and we want to continue to promote diversity and cultural awareness within the school community

**To achieve this objective we plan to:**

-  Ensure that the new RE agreed syllabus is being delivered appropriately across the school and the balance of World religions is appropriate
-  Ensure that there are opportunities to visit places of worship
-  Ensure that we continue to invite a range of people into school to support promotion of SMSC curriculum
-  Ensure that a range of activities are put into the school calendar to further develop and enrich our curriculum at termly meetings
-  Develop use of the reflective garden