



# **Cowbit St Mary's Endowed Church of England Primary School**

## **Our Vision**

**We are a small, inclusive Church of England Primary School that welcomes everyone and encourages all voices to be heard. Through challenge and support, we strive towards each person becoming the best person God intended them to be, happily flourishing as human beings. We empower our whole school community to be hopeful about the future and to be drivers of positive change.**

## **Equality Objectives**

### **Our School Commitment**

At Cowbit St Mary's Church of England Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of age, race, gender (identity or reassignment), disability, marital and civil partnership status, belief or religion, pregnant or maternity, sexual orientation, or socio-economic background.

We are a community dedicated to learning. We support children to develop the skills for life. We show respect and offer compassion towards each other while taking responsibility for our actions. As learners we will make mistakes and learn from them. We will not fault find and blame others. We will listen and ask questions, discussing things openly. We will keep ourselves informed.

### **Our Aims**

- To support children as independent learners and thinkers
- To provide a stimulating curriculum and environment for all
- For children to respect and value themselves and others
- To provide a happy, safe, secure and caring environment for all

## **Our Values**

- Compassion
- Forgiveness
- Perseverance
- Responsibility
- Respect
- Trust

### **EQUALITY OBJECTIVE – 1**

To improve the outcomes for SEND pupils so that the gap between this group and the non-SEND children reduces. Ensuring the progress of pupils with SEND is more in line with that of their peers.

#### **Why we have chosen this objective:**

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.

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

Ensure the target is a focus in the School Improvement Plan. Ensure the school has a SEND Coordinator to monitor provision, assessment progress and support for SEN pupils.

### **EQUALITY OBJECTIVE – 2**

To improve the outcomes for Pupil Premium pupils so that the gap between this group and the non-Pupil Premium children reduces. Ensuring the progress of Pupil Premium pupils is in line with that of their peers and gaps in attainment are closing.

#### **Why we have chosen this objective:**

The progress of Pupil Premium is lower than that of their peers in certain cohorts. By targeting this group of children we intend to reduce the attainment gap.

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

Ensure the target is a focus in the School Improvement Plan. Ensure the school has a Pupil Premium Coordinator to monitor provision, assessment progress and support for all Pupil Premium pupils.

### **EQUALITY OBJECTIVE – 3**

Ensure that those children with English as an additional language make good progress from their respective starting points.

#### **Why we have chosen this objective:**

Pupils from different countries are now enrolled at the school; having limited or no English skills. We want to ensure that they make as good progress as the non-EAL children.

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

Ensure that there is adequate provision for children joining the school with EAL. Provide additional support for identified children. Ensure that we are able to communicate with the families.

**EQUALITY OBJECTIVES – 4**

Ensure that those children who are from the Travelling community make good progress from their respective starting points.

**Why we have chosen this objective:**

There are a number of pupils from the Travelling community now enrolled at the school and we want to ensure that they make as good progress as the non-travelling pupils.

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

Ensure that there is adequate provision for children joining the school. Provide additional support for identified children. Ensure that we are able to communicate with the families.

**EQUALITY OBJECTIVE – 5**

To increase awareness of, and have in place processes to identify and remedy any incidences of bullying.

**Why we have chosen this objective:**

Some children and parents do not fully understand what constitutes bullying.

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

Support all pupils in understanding the importance of respectful behaviour towards others and the impact that negative behaviour (use of words/body language/social media etc.) can have. Ensure that children fully understand what constitutes bullying through PSHE lessons and Collective Worship Assemblies and the Mini Police. Promote positive attitudes and closely monitor any incidents of bullying. Ensure that parents fully understand what constitutes bullying by holding meeting to discuss their **concerns.**

**EQUALITY OBJECTIVE – 6**

To continue to work to improve the attendance of specific groups, where attendance is below the school average.

**Why we have chosen this objective:**

To gain a greater awareness of issues around SEND and ethnic minority groups attendance and persistent absentees.

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

Track attendance of all pupils weekly, but particularly those with low attendance. Continue to promote good attendance and punctuality through newsletters and weekly individual and class certificates. Further develop attendance prizes for pupils with 100%. Where attendance drops below the school target- monitoring letters sent. Where attendance drops below Government requirement- meetings called. If meeting is not attended firmer line taken regarding authorisation of illness. EMTET and support from the local authority are involved where necessary.

**EQUALITY OBJECTIVE – 7**

To promote spiritual, moral, social and cultural understanding through a rich range of curricular and extra-curricular opportunities.

**Why we have chosen this objective:**

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 Lincolnshire RE agreed syllabus is being delivered appropriately across the school and the balance of World religions is appropriate. Invite a range of people into school to discuss other religions/beliefs and support promotion of SMSC curriculum. Ensure that a range of activities are put into the school calendar to further develop and enrich our curriculum.

Policy approved by Governors

\_\_\_\_/\_\_\_\_/\_\_\_\_

Signed Chair of Governors

Policy for review September 2021

## **Our vision**

We are a small, inclusive Church of England Primary School that welcomes everyone and encourages all voices to be heard. Through challenge and support, we strive towards each person becoming the best person God intended them to be, happily flourishing as human beings. We empower our whole school community to be hopeful about the future and to be drivers of positive change.