



St Peter's C of E Primary School

'Learning to Light the Way'

Equality Statement & Objectives

Person Responsible for this Policy	SENCO
Governor Responsible for this Policy	Governing Body
Team Responsible for this Policy	Equality, SEN & Pupil Welfare
Date Approved	Autumn 2024
Season to be Reviewed by	Autumn 2025
Policy Reference	PW03

Built upon courage, compassion and respect, excellence in learning and ambition in teaching, our school lights the way to a world of possibilities.

With relationships at our core, we nurture every individual. Each unique contribution is valued. All flourish, making a difference as global citizens and as a beacon in our local community.

The Governors and Staff of St Peter's Church of England Primary School believe our school policies help us to continuously improve the school and ensure that each child is valued and encouraged. We recognise that all children have potential and through the school policies we aim to create a caring and well-ordered environment in which our school family can learn and develop.

Being a Church of England Primary school means we embrace the following Christian Values, which guide all aspects of school life and underpin our school policies.

Courage Compassion Respect

Matthew 5: 14-16

'A city on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven.'

Equality Objectives for 2024-2025

In order to be able to meet our duties under the Equality Act 2010, we collect data related to the protected characteristics and analyse the data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school.

St Peter's aims to be a centre of excellence which:

- Enables and inspires children to flourish
- Provides an inclusive, stimulating and safe educational setting that nurtures the God-given potential of every child

In our **2024-25 School Plan** we have identified the following key priorities linked to Equality, Diversity and Inclusion:

- To be able to see quality first teaching in every class and the impact on improving data outcomes for all pupils including evidence of the closing gap between disadvantage and non-disadvantaged children.
- To ensure all teachers have good subject knowledge, so that learning opportunities for all children are consistent with the planned curriculum resulting in sequenced cumulative knowledge and skills, a high standard of work in all books and children being able to talk about their learning.
- To give all pupils, especially the disadvantaged, cultural capital opportunities including development of oracy in school.
- All teachers use formative assessment to ensure all children know more and remember more.

For the **2024-25** academic year, our **equality objectives** are:

- To further develop children's understanding of how to be responsible, respectful, active citizens who contribute positively to society.
- To develop the children's use of self-regulation strategies to support them to be consistently motivated, persistent and resilient learners.
- To rigorously monitor attendance so that the number of pupils who are persistently absent is kept low and attendance figures are above 95%, including for SEN and PP.
- Participation in extra-curricular activities monitored and range of clubs offered reviewed with any non-participating children / groups.
- Teacher / TA skills improved in adapting or redesigning learning for pupils with SEND and disadvantaged pupils, results in them achieving the best possible outcomes, and gaps in learning narrowing.