



Christ Church C.E
Primary School

EQUALITY SCHEME

2023-2026



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1. Foreword

We all have an ethnicity, an age, a sexual identity, a gender. Many of us belong to a faith group, with an increasing number of us recognising that we have a disability. These factors can often mean we want and need different things. It also means that when we say equalities, fairness, respect and dignity it is important we are talking about an agenda that affects everyone in our school community. Our ultimate aim is about creating inclusion.

We also want to work proactively to address inequalities and improve lives for good. This is especially important where our teaching and interventions can benefit children and young people for the rest of their lives.

This document sets out our school's overall commitment to equality, diversity, human rights and community cohesion, which permeates in all our policies and procedures. It aims to ensure that everyone who comes into contact with our school community is valued and respected.

It aims to promote equality of opportunity and eliminate unlawful discrimination harassment or victimisation. It contains an approach to all the groups of people with protected characteristics identified by the Equality Act 2010. It also sets out our specific school objectives and it outlines how the school will incorporate the scheme within our day-to-day school life.

Our scheme includes our whole school; i.e. pupils, staff, governors, parents and carers and all those within our extended school community, such as neighbouring schools and learning organisations.

Whilst the document also serves to outline our statutory duties under the Equality Act 2010, more importantly it allows us to focus on making our school a fair, respectful and inclusive place, with an aim to improve outcomes that matter to our school community.

Signed by the Executive Head teacher

Name: Wendy McCormack Signed:  Date: October 2023

Signed by Chair of Governors

Name: Michael Sellors Signed:  Date: 27/1/24

2. Introduction

The role of an Equalities Scheme is to visibly set out our priorities for action to improve chances, choices and outcomes in the lives of different groups of people and measure how we are doing to attain them.

The Equality Act 2010 covers discrimination, harassment and victimisation because of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation. These categories of people are listed as protected groups because of their characteristics. There is recognition of the complexity of multiple identities and therefore multiple needs and disadvantage. Our equality scheme includes our priorities and actions to

eliminate discrimination and harassment from these protected characteristics as well as promoting a culture of human rights, respect and dignity.

The duties apply to staff, pupils and people using the services of the school, such as parents and the wider community.

Our school recognises our responsibilities with regard to the Equality Act 2010. The three areas which we are required to address are:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Act,
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- Foster good relations across all characteristics¹ - between people who share a protected characteristic and people who do not share it.

To further these aims, the school should choose and publish equality objectives.

3. School Values, Ethos/Mission Statement

The school's mission statement is:

- At Christ Church C.E our aim is to nurture and empower our learners to achieve their own academic potential and gain the confidence and skills to ensure that they excel at our school, higher education/university and beyond.

The school works in partnership with Lewis Street and Lark Hill Primary schools and share a partnership statement.

- *Accountability and trust through 'partnership' provides better opportunities for all children through school to school support and challenge. At the heart of our provision is our mantra 'love. Learn, discover'*

The 4 school values are:

- Excellence
- Respect
- Challenge
- Self-belief

along with our Christian values of:

- Compassion
- Respect
- Care
- Love
- Forgiveness

¹ Groups of people are referred to having the following 9 protected characteristics: disability, age, sex), race, religion or belief, sexual orientation, pregnancy and maternity [applies to schools for staff], marital status & civil partnership, and gender reassignment or identity.

Christ Church CE Primary School is committed to actively promoting the Core British Values and serving its community. We recognise that this includes challenging opinions or behaviours in school that are contrary to these core values. We recognise the multi-cultural, multi faith and ever-changing nature of the United Kingdom. We also understand the vital role we have in ensuring that groups or individuals within the school are not subjected to intimidation or radicalisation by those wishing to unduly, or illegally, influence them.

We follow equal opportunities guidance which guarantees that there will be no discrimination against any individual or group, regardless of faith, ethnicity, gender, sexuality, political or financial status, or similar. Christ Church C.E Primary School is dedicated to preparing students for their adult life beyond the formal curriculum and ensuring that we promote and reinforce British Values to all pupils.

The Government emphasises that schools are required to ensure that key 'British Values' are taught in all UK schools. The government set out its definition of British values in the 2011 Prevent Strategy.

The four British Values are:

- Democracy
- The rule of law
- Individual liberty and mutual respect
- Tolerance of those of different faiths and beliefs, including those with no belief.

Christ Church C.E Primary School uses strategies within the National Curriculum and beyond to secure such outcomes for students. The examples that follow show some of the many ways Christ Church C.E Primary School strives to consistently embed British values.

4. School Profile

Christ Church C.E Primary school is an inclusive school where we celebrate differences and similarities that exist in our diverse community. Christ Church C.E Primary School is a smaller than average sized primary school and is a one form entry school with one class in each year group. The current SLT is part of a partnership across three primary schools consisting of the Executive Headteacher and three Heads of School. The schools work in partnership but are not federated. The SENDCo works across the partnership as Assistant Head Teacher responsible for Inclusion.

The school has a SEMH (Social, Emotional and Mental Health) resource provision called 'The Acorn'. The provision is for EYFS and Year 1 pupils with an EHCP for SEMH. The school has 'Place2be', an on-site therapeutic counselling service for parents, carers and pupils. This is a full-time service across the Partnership. The school has the Dyslexia Friendly Kite Mark; Emotionally friendly Schools Silver award; the bronze SAPERE award for P4C and the Gold school Games sports kite mark. They are also the first school in Salford to gain the Nurture UK accreditation.

The proportion of pupils known to be eligible for FSM is above average at 45% (IDSR 2023). The school location deprivation indicator is in quintile 5 (most deprived) of all schools. The number of pupils whose first language not/believed not to be English is above average at 16% (IDSR 2023) The number of pupils with SEND support is close to average at 13% (IDSR 2023) compared to 16% nationally. 2.2% of SEND pupils have a statement or EHCP, which is close to national average of 3%.

On entry data into Nursery indicates that pupils' attainment is below age-related expectations:45% of these pupils were operating in the 0-3 years band in the Prime areas in September 2022.

Attendance 2022-2023

- Whole School: 93.5%
- Boys: 93.9%
- Girls: 93.1%
- Disadvantaged pupils: 92.0%
- Pupils currently eligible for Free School Meals: 91.9%
- Non- disadvantaged pupils: 94.5%
- Pupils receiving SEND Support: 92.5%
- Children with EHCPs: 90.6%
- Looked After Children: 94.4%
- Pupils whose first Language is not English: 92.9%

Attainment and progress of groups of pupils

EYFS 2022-2023

- 47% of Reception pupils achieved a Good Level of Development
- 33% of boys achieved a Good Level of development
- 64% of girls achieved a Good Level of Development
- 23% of Disadvantaged pupils achieved a Good Level of Development
- 57% of pupils with non-white British Ethnicity achieved a Good Level of Development

KS 1 2022-2023

Year 1 Phonics

- 83% of children met the expected standard in Phonics
- 73% of boys met the expected standard in Phonics
- 93% of girls met the expected standard in Phonics
- 85% of disadvantaged pupils met the expected standard in Phonics
- 100% of children with non-white British Ethnicity met the expected standard in Phonics

Year 2 Reading

- 52% of pupils met the expected standard in Y2
- 27% of boys met the expected standard or above in Y2
- 79% of girls met the expected standard or above in Y2
- 27% of disadvantaged pupils met the expected standard in Y2
- 17% of pupils who receive support for SEND met the expected standard in Y2
- 75% of children with non-white British Ethnicity met the expected standard in Y2

Year 2 Writing

- 55% of pupils met the expected standard in Y2
- 27% of boys met the expected standard in Y2
- 86% of girls met the expected standard in Y2
- 27% of disadvantaged pupils met the expected standard in Y2
- 17% of pupils who receive support for SEND met the expected standard in Y2
- 75% of children with non-white British Ethnicity met the expected standard in Y2

Year 2 Maths

- 69% of pupils met the expected standard in Y2
- 53% of boys met the expected standard in Y2

- 86% of girls met the expected standard in Y2
- 36% of disadvantaged pupils met the expected standard in Y2
- 17% of pupils who receive support for SEND met the expected standard in Y2
- 75% of children with non-white British Ethnicity met the expected standard in Y2

KS2 Statutory Assessment

- 26% of all pupils achieved the expected standard in reading, writing and maths combined
- 21% of boys achieved the expected standard in reading, writing and maths combined
- 31% of girls achieved the expected standard in reading, writing and maths combined

Analysis of Fixed Term Suspensions 2022-2023

- Number of children experiencing a fixed term suspension: 3
- Number of Boys: 3
- Number of Girls: 0
- Number of Pupils with SEND: 3

5. Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying).
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times).
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies).

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing.
- Analyse the data to determine strengths and areas for improvement, implement actions in response and publish this information.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying).
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect their own pupils.

Our Equality Objectives, as agreed with our Governing Board are outlined below:

- To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.

- To promote cultural development and understanding in relation to people within the protected characteristics through the curriculum and a rich range of experiences both in and beyond the school.
- To improve the attainment of boys and disadvantaged pupils achieving GLD in EYFS.
- To narrow the attainment gap between boys and girls achieving the expected standard in KS1.
- To narrow the attainment gap between disadvantaged pupils and others meeting the expected standard in KS1
- To narrow the attainment gap between pupils who receive support for SEND and not SEND in KS1
- To narrow the attainment gap between boys and girls achieving combined at the end of KS2.
- To minimise incidences of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010.

Date objectives agreed with Governors	
Progress reviewed (to be done annually)	
Date next review due	
Final review date	

Objective	Action	Success Criteria	Evidence
To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.	Consolidate implementation of DfE PSHE/RSE statutory guidance through the use of the Jigsaw curriculum. Implement Medium Term Planning for RE within the framework of the Manchester Diocese syllabus. Use of P4C and reflection activities in classrooms and through whole school assemblies, focussing on British Values, Protected Characteristics and issues relevant to the	85% of pupils meet the year group Key Objectives for PHSE. 100% of pupils access a broad and balanced RE curriculum.	End of year data sweep. SMSC Portfolio of Evidence. Book Look by Subject Leader confirms delivery of broad RE curriculum. Assembly feedback.

	local community.		
<p>To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.</p> <p>To tackle prejudice and promote understanding in relation to people within the protected characteristics.</p>	<p>PSHE Scheme of Work using Jigsaw curriculum. Embedding of 'No Outsiders' curriculum. Monitor prejudice related behaviour/ bullying incidents each term. Black History Month – October. Show Racism the Red Card Whole school assemblies and class reflection Anti-Bullying week – Respect Programme Y6.</p>	<p>Prejudice related bullying incidents remain at a low level.</p> <p>100% of pupils feel they have benefited positively from the intervention programmes specified.</p> <p>PSHCE lead to monitor and disseminate best practice to staff team.</p> <p>P4C/PSHCE book scrutiny.</p>	<p>Termly analysis of behaviour and exclusion statistics. Pupils feedback 'No Outsiders' and specific events</p> <p>Book scrutiny feedback.</p> <p>Pupil Voice Staff voice Parent Voice</p>
<p>To promote cultural development and understanding through a rich range of experiences both in and beyond the school.</p>	<p>Through the annual schedule of trips, visits and visitors develop children's cultural development. Ensure the delivery of a broad and balanced curriculum for all cohorts. Global Charities for specific year groups to support</p>	<p>100% of pupils are able to access planned trips and visits as per their year group curriculum plan. Children's work evidences the delivery of a broad and balanced curriculum.</p>	<p>Record of trips, visits and visitors in EHT Reports to GB.</p> <p>Work scrutiny indicates delivery of a broad and balanced curriculum.</p>
<p>To improve the attainment of boys and disadvantaged pupils achieving GLD in EYFS.</p>	<p>Implement the REAL project and family learning events, targeting specific families. Continue to invest in weekly support from the Speech and Language Team. LSA3 to continue to work with target groups on Phonics, SALT interventions and Wellcomm</p>	<p>Boys attainment is in line with National data (61% in 2023)</p> <p>Disadvantaged attainment is in line with National data (52% in 2023)</p> <p>The gap between boys and girls is narrowed.</p> <p>The gap between disadvantaged and non-</p>	<p>Analysis of termly and end of year attainment data.</p> <p>Achievement for All information.</p> <p>Parent/Carer feedback on SeeSaw and through school evaluations.</p> <p>Lesson observation and work scrutiny.</p>

	groups. Develop the curriculum to ensure high engagement, promoting Cultural Capital for all learners.	disadvantaged is narrowed. 100% engagement from the families involved in the REAL project.	
To narrow the attainment gap between boys and girls achieving the expected standard in KS1.	Embed the use of Gap analysis to identify appropriate therapies. Deploy support staff effectively to enable targeted intervention. Continue KS1 Tutoring sessions for identified pupils Embed the use of Novel based learning and Pathways to writing to improve vocabulary and specific reading/writing skills. Ensure that the curriculum provides opportunities to embed key skills and promote high engagement, promoting Cultural Capital for all learners.	Boys attainment is closer to national in all subjects and closer to 65% combined. Data analysis and tracking shows the gap between boys and girls narrowing.	Analysis of termly and end of year attainment data. Achievement for All information. Lesson observation and work scrutiny. Pupil feedback.
To narrow the attainment gap between disadvantaged pupils and others working at EXS in KS1.	Read Write Inc phonics scheme across school, including targeted groups and fast track tutoring. Deployment of Support staff to enable targeted group work. Termly monitoring of attainment and achievement data to inform Closing the	60% of disadvantaged pupils meet the Expected Standard in reading, writing and maths at the end of KS1. 100% of KS1 disadvantaged pupils make good progress from their starting points in Y1.	Analysis of termly and end of year attainment and progress data. Achievement for All information. Feedback from daily monitoring of Phonics and half-termly assessments for targeted grouping.

	Gap Action Plans and inform decisions re. the deployment of resources to close any identified gaps.		Lesson observation and work scrutiny. Pupil feedback.
To narrow the attainment gap between pupils who receive support for SEND and non SEND in KS1	Deployment of Support staff to enable targeted group work. Termly monitoring of attainment and achievement data to inform Closing the Gap Action Plans and inform decisions re. the deployment of resources to close any identified gaps	% of SEND pupils meeting the Expected Standard in reading, writing and maths at the end of KS1 is increased and gap is narrowed	Analysis of termly and end of year attainment and progress data. Lesson observation and work scrutiny. Pupil feedback.
To narrow the attainment gap between boys and girls achieving combined at the end of KS2.	Embed the use of Gap analysis to identify appropriate therapies. Deploy support staff effectively to enable targeted intervention. Embed the use of Novel based learning and Pathways to writing to improve vocabulary and specific reading/writing skills. Ensure that the curriculum provides opportunities to embed key skills and promote high engagement, promoting Cultural capital for all learners.	Boys attainment is closer to national in all subjects and closer to 59% combined. Data analysis and tracking of pupil's attainment shows the gap between boys and girls narrowing.	Analysis of termly and end of year attainment data. Achievement for All information. Lesson observation and work scrutiny. Pupil feedback. Feedback from termly Achievement for All meetings.

6. Accessibility Action Plan

We continue to make our school as disability friendly and accessible as we can. To assist us with this process we have updated our accessibility action plan. This outlines our plans and commitment to increase accessibility of our school environment.

Furthermore, we continue to record, monitor and review all reasonable adjustments undertaken for staff, pupils, governors, parents and carers.

7. Community Cohesion

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We will continue to support community cohesion by:

- Promoting activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture and faith of all our learners and their families;
- Encouraging learners and their families of all ethnic and faith groups to participate fully in all aspects of school life;
- Using our support for the voluntary and community sector to promote good race relations;
- Countering myths and misinformation that may undermine good community relations;
- Teaching pupils about hate crime and that hate crimes are unacceptable.

8. Human Rights

Our school integrates human rights values and principles into key areas of school life. We recognise the duties and standards expressed in the UN Convention on the Rights of the Child, The UN convention on the Rights of the People with Disabilities and the Human Rights Act 1998. We demonstrate our approach via;

- An overall school-wide atmosphere of equality, dignity, respect, non-discrimination and participation
- A democratic, participatory approach to school governance where all members of the school community are represented in decision making that affect them
- Systems to ensure pupils involvement in decision making about school life
- Rich learning experiences about human rights inside and outside of the classroom

9. Procurement & Commissioning

We are required by law to make sure that when we enter into an agreement to purchase goods or services from another organisation to help us provide our services, that organisation will comply with equality legislation. This is a significant factor in selection during any tendering process.

10. Roles and Responsibilities for Implementing the Single Equality Scheme

The Governing Board, Executive Head teacher, Head of School, Leadership Team and Line Managers have a responsibility to implement the Single Equality Scheme. They will do this by setting examples and standards of behaviour challenging inappropriate and discriminatory language and behaviour ensuring all members of staff including new members are aware of this scheme. Furthermore;

The Executive Head Teacher will:

- ensure that staff and parents are informed about the Equality Scheme
- ensure that the scheme is implemented effectively

- Encourage staff to give their individual equalities information in monitoring forms annually
- Through knowing the composition of the workforce, aim to identify any areas for development
- manage any day to day issues arising from the Scheme whether for pupils or for the school as an employer
- ensure staff have access to training which helps to implement the Scheme
- monitor the scheme and report to the Governing Board annually, on its progress and effectiveness
- ensure that the Senior leadership team are kept up to date with any development affecting the Scheme/action plan
- provide appropriate support and monitoring for any pupils to whom the Scheme has direct relevance, with assistance from relevant agencies
- evaluate, review and update the Scheme every 3 years

The Governing board will:

- designate a Governor with specific responsibility for the Equality Scheme
- establish that the action plans arising from the Scheme are part of the School Improvement Plan
- support the Executive Headteacher in implementing any actions necessary
- inform and consult with parents about the Scheme
- ensure that the action plans arising from the Scheme are part of the School Development Plan
- evaluate and review this Scheme on a termly basis.

The Senior Leadership Team will:

- have general responsibility for supporting other staff in implementing this Scheme
- provide a lead in the dissemination of information relating to the Scheme
- identify good quality resources and training and development opportunities to support the Scheme
- with the Executive Headteacher, provide advice/support in dealing with any incidents/issues
- assist in implementing reviews of this Scheme as detailed in the school improvement plan

Parents/Carers will:

- have access to the Scheme
- be encouraged to support the Scheme
- have the opportunity to attend any relevant meetings/awareness raising sessions related to the scheme
- have the right to be informed of any incident related to this Scheme which could directly affect their child

School Staff will:

- accept that this is a whole school issue and support the Equality Scheme
- be aware of the Equality Scheme and how it relates to them, including participating in workforce equalities monitoring
- be aware of the implications of the Scheme for their planning, teaching and learning strategies
- teach pupils to treat each other with respect and dignity and promote the benefits of living in a diverse society
- ensure pupils from all groups are included in all activities and have full access to the curriculum

- challenge inappropriate or discriminatory language or behaviour
- know how to deal with incidents of concern, and how to identify and challenge bias and stereotyping
- know procedures of reporting harassment and bullying
- keep themselves up to date with relevant legislation and attend training and information events organised by the school or LA
- make known any queries or training requirements

Pupils will:

- have the opportunity to contribute to the Scheme
- be made aware of the Scheme, appropriate to age and ability and how it applies to them
- be expected to act in accordance with the Scheme
- experience a curriculum and environment which is respectful of diversity and differences and prepares them well for life in a diverse society

11. Annual Report and Review

Each year the school will publish an annual report outlining its progress on the action plan, equality information, accessibility plan and community impact assessments. It will be an opportunity for the school to showcase its good practice.

12. Feedback and Complaints

If you would like a copy of this scheme in Braille, large print or in any other accessible format or if you wish to offer the school any feedback on this scheme or the action plans contained within it, or if you wish to make a complaint, please contact Sara Roberts at the school office.