



Pupil Equality and Diversity Policy

Jeavons Wood is part of the CAM Academy Trust and upholds the core principles and values of the Trust.

Children can only achieve **excellence** in their education if the barriers that lead to unequal outcomes are successfully removed. Education can be only truly **comprehensive** if every child has an equal chance to thrive at school. This can only be achieved by effective **partnership** with key external organisations and strong links through the local **community**. It is only with a genuinely **international** outlook that children will truly understand and value global diversity.

Jeavons Wood is an inclusive school with a diverse intake. Children in our school speak 32 different languages and come from a range of communities.

The Equalities Act of 2010 identified nine protected characteristics: Disability, Race, Sex, Gender reassignment, pregnancy and maternity, religion or belief, sexual orientation, marriage and civil partnership and age.

As a primary school we commit to teaching about these characteristics in an age appropriate way and demonstrating through our actions, inclusion for children and their families who live with these protected characteristics.

Aims

- We aim to eliminate discrimination, harassment and victimisation for children and their families in our school
- We will advance equality of opportunity for children who share a protected characteristic and those who do not
- We will foster good relationships between children who share a relevant protected characteristic and those who do not

We will publish information which demonstrates its compliance with the need to have due regard for the three aims above in general and also publish specific and measurable objectives which we will pursue to help us achieve these aims.

The objectives for 2019 – 2020 are:

- To continue to improve the attendance of disadvantaged children so the gap narrows between them and their non-disadvantaged peers
- To continue to improve the progress of disadvantaged children so the gap narrows between them and their non-disadvantaged peers
- To improve the progress and attainment of children who have had social care involvement

These objectives will be monitored by the local governing body and by the Trust.

Below we will set out how we meet our responsibilities to pupil equality and diversity through the work of the school.

1. Our Curriculum

We have designed a curriculum that promotes celebration of diversity and prepares children for a life in a diverse society. Our teaching through multi-cultural stories, R.E., Personal Development etc is part of what we do. In assemblies, through values teaching we also show our children that we are all different and that is a good thing! We celebrate our differences in many ways and all children are encouraged to be proud of their talents e.g language ambassadors celebrate children who can speak another language fluently, all types of families are celebrated in assemblies and in resources used. 'Different families, same love' is used to teach that all families are different. Children are taught mainly in mixed ability, mixed sex groups and classes.

2. Removing Barriers to Learning

We recognise that some children will require extra support to reach their potential. We believe in equity to ensure equality. We do this in a number of ways.

- Our environment is inclusive and children are provided with extra support aids, if they are needed, to access and move around the site and to access the learning.
- All our children have equal access to the curriculum with their peers. The only exception to this is for children who cannot access the curriculum without tailored extra support which for some means they need extra support outside the classroom environment.
- We encourage children and families to celebrate cultural and religious festivals without damaging their educational opportunities.
- We make reasonable adjustments for particular needs of children
- Our school policy is inclusive and promotes equality. We support disadvantaged children with uniform if needed.

3. Challenging discriminatory behaviour, harassment and bullying

We ensure through our teaching and day to day behaviour that we model for all children that prejudice based behaviour will not be tolerated in our school. We are mindful of our responsibilities as a primary school with young children who can mirror the behaviour of their known adults. It is therefore even more important we teach the children another narrative that this behaviour is wrong and is a crime. We will support any child who is a victim of prejudice based behaviour and work with them and their families to ensure it stops. We will work with perpetrator of such behaviour and their parents to ensure they change their behaviour. Any incidents of prejudice based behaviour will be reported to the local governing body and the local authority.

4. Evaluating the Impact of Policies and Practice

Our policies and practices are kept under constant review. We track groups of children to ensure there is no pattern to protected characteristics e.g. sex Are boys achieving higher than girls in maths? If so is this a yearly pattern or does it vary year on year? The governors are trained to challenge the school with questions about the progress and attainment of children in these groups e.g. boys/girls, disadvantaged/ non-disadvantaged, children with SEND/ children without SEND, EAL children/ children who are not EAL, etc

This policy is reviewed with staff and all staff are trained and monitored to ensure they follow this policy.

Agreed by Governors January 2020

This policy will be reviewed on a yearly basis by Sue Wright. The next review is January 2021.