

Equality Objectives for 2018 / 2022

Objective	Implementation	Person Responsible	Impact
<p>All stakeholders celebrate the dignity and worth of each individual.</p>	<ul style="list-style-type: none"> • All staff use the school motto as a pathway for all interactions with others. • Develop behaviour policy that emphasises fairness and compassion 	<p>SLT All staff</p>	<p>Sept 2019 New Behaviour Model and policy based on 4 key themes:</p> <ul style="list-style-type: none"> • Visible Kindness • Visible Consistency • Deliberate Care • Never giving up on any child <p>This has led to a cohesive approach to behaviour throughout the school. Children are more certain about rules, routines, and learning behaviours which has led to better outcomes.</p>
<p>To promote mental wellbeing and awareness of difficulties. Develop appropriate interventions where necessary</p>	<p>A timely pathway of support and guidance which is clear to all stakeholders and enables all individuals to thrive.</p> <ul style="list-style-type: none"> • Wellbeing week • Provide opportunities to promote staff wellbeing • Develop Leckhampton PSHE curriculum • Develop pastoral support within school • Work closely with Early Help Advisor 	<p>SLT Inclusion Lead TP team Teachers</p>	<p>Sept 2019 Very successful Wellbeing week - praised by parents and liked by children. Provided for staff:</p> <ul style="list-style-type: none"> • coffee and chat • yoga • individualized thank you notes <p>New PSHE curriculum includes units on wellbeing for all year groups. EYFS PSE curriculum includes teaching on wellbeing. Training for all TPs on wellbeing interventions. Specific TP working with specific children and families on mental health interventions. We have worked closely with Early Help advisor to provide support for families and children, including accessing</p>

			external agencies such as family support workers and play therapy. Families have reported improvement in difficult situations.
<i>To promote an understanding of the rights of other people, so that pupils develop an understanding of the diverse nature of our community.</i>	A bespoke PSHCE curriculum, with the school's vision and values at its core, which prepares children for modern Britain and a changing world. Open Hearts, Open Minds, Open Doors week to promote an understanding of the diversity of our local community and the wider community.	SLT PSHE coordinator	Sept 2019 Open Hearts, Open Minds, Open Doors week was very successful. Children learnt about: <ul style="list-style-type: none"> • difficulties faced by people with disabilities • refugees • poverty in Cheltenham • Life as a British Muslim. They were able to empathise and discuss the issues raised. Parents were very positive about the event. The Leckhampton PSHE curriculum includes all these elements and more and has an emphasis on learning about and understanding the diverse nature of the world.
<i>To promote freedom from discrimination across all protected characteristics by promoting respect and addressing the use of prejudice based language.</i>	Issues of equality addressed through worship, guest speakers and workshops. Promoting our core values and motto in all interactions. Tackling any use of prejudice based language in school: <ul style="list-style-type: none"> - implementing whole school Stonewall training on Tackling homophobic, biphobic and transphobic bullying and language in church schools. - microscripts for all staff to use where there is an instance of 	SLT Inclusion lead All staff	Sept 19 Open Hearts, Open Minds, Open Doors week - see above. Behaviour model - see above.

	<p>prejudice based language</p> <ul style="list-style-type: none"> - reminders in staff training and briefings of the need to address use of derogatory language - an understanding by all staff that they need to address instances of this 		
<p><i>To use performance data to monitor student performance and close all in-school achievement gaps.</i></p>	<p>Data analysis to focus on different groups, particularly disadvantaged groups such as Pupil Premium at each data collection point, for each year group.</p> <p>Use of in class action plans to address any gaps.</p> <p>Whole school pupil progress meetings to address strategies to close gaps.</p> <p>All teachers accurately assess and record pupil attainment and subsequent progress. Teachers analyse data and formulate actions based on findings to improve outcomes for pupils.</p>	<p>SLT All staff</p>	<p>Sept 19</p> <p>New methods of analyzing prior attainment data effective at identifying gaps.</p> <p>Solution Circles used in Key stage meeting to find effective ways to address gaps.</p> <p>Whole school pupil progress meetings allow a cohesive response to needs</p>