

# Orchard Vale Community School

## School based Equality Plan



Our establishment has two specific duties to assist us in meeting our general duty, set out by the Equality Act 2010

They are:

- To publish information to show how we are complying with the equality duty.
  - *This must be updated at least **annually**.*
- To prepare and publish one or more specific and measurable equality objectives.
  - *at least every **four years**.*

This policy will be reviewed every four years by the Board of Trustees.

The implementation of the Equality Objectives will be reviewed and progress reported annually.

Our equality objectives are in response to this general duty.

### Objective 1

To narrow the gap in attainment between groups of children, for example girls and boys.

#### Description of the improvement needed:

Attainment data shows us that:

- Girls outperform boys in all areas of statutory assessment although boys made better progress at KS2.
- Boys and disadvantaged children underperform compared to all children and fall below the national average at the end of KS2.

#### Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Achievement data analysed by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	FP	Each term	Data analysis PAG sheets Progress meetings	<ul style="list-style-type: none"><li>• Patterns and trends to be shared at SLT and main points shared with staff.</li><li>• PAG sheets reflect target groups, and these are monitored in data drops and progress meetings.</li><li>• Teachers able to talk about the progress targeted children are making.</li><li>• Seeing data improved for targeted children.</li></ul>
Ensure the curriculum promotes role models that young people positively identify with, which reflect the school's diversity in terms of gender and disability.	FP	Each term	INSET meeting Curriculum plans Observations Standards meetings	<ul style="list-style-type: none"><li>• Review the curriculum to ensure that it contains a good representation of diverse inspirational people.</li><li>• Include additional current role-models for children that reflect the demographics of the school and provide opportunities for further discussion about diversity and equality.</li></ul>

## Equality Objective 2

To improve the attendance between groups of children, for example White British and Ethnically diverse children.

### Description of the improvement needed:

On meeting with our Attendance Improvement officer, we identified two areas of focus for this year.

- 13% of our children are persistently absent. Of our CIN children 22% are persistently absent and of our FSM children 24% are.
- When looking into this further we identified several children who were also persistently late.

### Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
To work alongside our local Attendance Improvement Officer to raise the attendance to the agreed Devon charter of 97%.	EG/FP	Termly	Local authority data	<ul style="list-style-type: none"><li>• Data analysis at attendance meetings.</li><li>• Looking a specific group of children and families to target.</li><li>• Attendance data to show improvement in targeted areas.</li></ul>
To regularly monitor attendance data to identify trends and groups needing early intervention and additional support to improve attendance.	EG/FP	Monthly	Data sheets	<ul style="list-style-type: none"><li>• Monthly attendance analysis shared with staff.</li><li>• Attendance included on PAG sheets and discussed in progress meetings.</li><li>• Attendance meetings with parents to try and establish reasons and offer support.</li><li>• Rewards for improved attendance.</li></ul>
To make our attendance expectation and the importance of regular attendance clear and understood by parents, pupils, and teachers.	EG/FP	Weekly	Newsletter Data sheets PAG sheets INSET	<ul style="list-style-type: none"><li>• Weekly newsletters to inform parents of focus.</li><li>• Meetings with staff and parents to have an attendance section to highlight attendance percentage and some active strategies of how to improve this.</li><li>• Teachers talking to children in the classroom. Rewards for improved attendance.</li></ul>

### Equality Objective 3

Improve knowledge, skills and attitudes to enable children to appreciate and value difference and diversity, for example increasing understanding between pupils from different faith communities.

#### Description of the improvement needed:

Ofsted highlight a this as a key area of improvement for us:

- Pupils do not have a secure knowledge of different cultures or religions. This means that pupils do not understand cultural differences as well as they should. Leaders need to ensure that pupils develop a greater understanding of different religions and cultures so that pupils are well prepared for life in modern Britain.

#### Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	EG	Half termly	Staff training. Picture resources. Assembly resource.	<ul style="list-style-type: none"><li>• Make this part of our environment scrutiny to ensure displays reflect and promote diversity.</li><li>• Assemblies to include a range of events, days, inspirational people.</li></ul>
Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School council (by election), class assemblies, fund raising etc.	EG	Half termly	Staff training. Tracking sheets monitoring attendance at clubs and trips. Pupil involvement in assemblies.	<ul style="list-style-type: none"><li>• Track attendance at clubs and events.</li><li>• Ensure a wide diverse range of children are chosen to participate in extra curriculum activities.</li><li>• Encourage children to put themselves forward and have confidence to engage and anticipate where before they might not.</li></ul>
Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, EID, Christmas.	EG	Annually	INSET meeting School calendar	<ul style="list-style-type: none"><li>• When completing out 38-week plan for each school year, ensure that cultural days and celebrations are included in the school calendar.</li><li>• Recorded in observations, newsletters and Governors reports.</li></ul>

#### Equality Objective 4

Monitor and track incidents of bullying, prejudice and racism, including reporting incidents to the local authority. Reviewing the common themes, using data to understand the link between incidents and irregular attendance, and adjust our curriculum and intervention in response.

#### Description of the improvement needed:

Although we current report all incidents of bullying, prejudice, and racism through the correct channels we have identified a few areas that need improvement:

- When reporting to Governors each term, ensure the data is analysed and trend and patterns are identified and shared with staff each term.
- Ensure the curriculum is adjusted to account for the identified trends and make sure further education and intervention is in place for targeted groups of children to prevent further incident occurring.

#### Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Identify, respond, and report racist incidents through the school's safeguarding procedures and as set out in the plan.	FP/EG	When required	Safeguarding training CPOMS training	<ul style="list-style-type: none"><li>• Monitored as part of the Governors visits.</li><li>• Identified on CPOMS so leaders can filter to identify trends and patterns.</li></ul>
Report the figures to the Governing body on a termly basis in the safeguarding report and to the local authority.	FP/EG	Each term	Governor's meeting Governor's report Data analysis	<ul style="list-style-type: none"><li>• Ensure trends and patterns are recorded at the Governors meeting.</li><li>• Share these trends and patterns with staff at staff meeting.</li><li>• Identify intervention and additional support needed and action this.</li><li>• Monitor effectiveness during observations and next analysis.</li></ul>

### Objective 5

To provide a supportive and inclusive working environment for all, actively promoting equality, diversity and inclusion in the workplace.

#### Description of the improvement needed:

We have identified the following areas to develop to make our workplace fully inclusive:

- As a school we do this naturally, but we do not make this explicit or explicitly conscious.
- We are accepting as a school but do not always actively promote equality and diversity across our staff team.

#### Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Publish and promote the Equality Plan through the school website and staff meetings. All staff and Governors are aware of this plan through governor's meetings and staff meetings.	FP	Annually	Equality plan Action plan Review document. Governor's meeting Governor's report.	<ul style="list-style-type: none"><li>• Equality plan is published, and staff and Governors are aware of it.</li><li>• Action plan is made known to staff and this features in staff meetings and training to ensure targets are being met.</li></ul>
All staff appointments and promotions are made based on merit and ability and in compliance with the law.	FP	As needed	Staff training Safer recruitment training Interview questions and tasks	<ul style="list-style-type: none"><li>• Ensure tasks and questions give candidates the best opportunities to share their skills and unique qualities.</li><li>• Ensure a wider range of people are involved in candidate selection to ensure a broad range of opinions are considered.</li></ul>
As a school, we ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.	FP	Termly	Staff training Staff safe or similar platform to record concerns.	<ul style="list-style-type: none"><li>• Training on unconscious bias for staff and raising awareness of this in school.</li><li>• Tracking and addressing low level behaviour concerns staff may have.</li><li>• Making sure staff are confident enough to report incident of low-level behaviour.</li></ul>

