



Langham Primary School

Promoting Equalities Policy

Adopted	6th March 2019	Author/ Owner	<i>Pupil Related Committee</i>
Last Reviewed	29th March 2022	Review Cycle	<i>Annually</i>

This document shows how we meet our duty to *eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations*. It shows how we take equality issues into account. It shows how we have made plans to further improve the way we promote access and achievement for all and tackle discrimination.

In compiling this equality information we have:

- Identified evidence already in the school of equality within policies and practice and identified gaps.
- Examined how our school engages with the protected groups, identifying where practice could be improved.
- Analysed our effectiveness in terms of equality.

Who comes to our school?

Here is some information about our school population. These are the groups we need to plan services for; we regard this aspect of our work as very important. The information also helps us to meet our duties under the Equality Act 2010. As a school our main function is to provide good access to educational opportunities and help/support our pupils to perform well at school. We have to make sure we do not disadvantage anyone in our school and we use school census information to help us. In order to respect confidentiality our data has been collated here into broad groups.

Girls	44%	Boys	56%
White British	88%	Other	12%
Christian	49%	Other/ no religion	51%
SEN	14%	No SEN	86%

Eliminating unlawful discrimination

We want to make our school a place free from prejudice related discrimination, harassment and victimisation. A place where all pupils feel valued and safe. We want our children to grow up to be tolerant and understanding.

- The curriculum and wider experiences we provide for our children directly address issues of prejudice to promote tolerance, understanding and tackle unlawful discrimination.
- There are clear procedures in place for dealing with prejudice-based bullying and incidents.

- Reasonable adjustments are made to our procedures where this is necessary. Our behaviour policy for example refers to reasonable adjustments and extra provision that might need to be applied where a child has SEN.
- We routinely analyse records we keep about how our behaviour policy is applied which enables us to ensure it is applied fairly and without discrimination.
- The school has due regard for accessibility issues and the governing body have implemented accessibility plans.

Advance equality of opportunity

We want to make sure that all groups of children have the opportunity to fulfil their potential.

- We regularly analyse our assessment data so that we can make sure all groups of pupils have the opportunity to fulfil their potential. For example we analyse English assessment data to make sure that children who live in homes where English is not the first language make good progress.
- We provide extra resources to support under achieving groups where this is necessary. For example we might provide booster groups or 1:1 tuition where identified groups of children have fallen behind.

Foster good relations

We want our school community to provide a welcoming and comfortable environment for all who come here. We want to foster an open environment where people feel they are being treated with dignity and respect,

- We encourage members of the wider community representing a range of groups to contribute school life. For example a representative of the Colchester Chinese Community conducted an assembly about Chinese New Year.
- We have a regular parents forum providing the opportunity for the school community to have a voice.

Our Equality Objectives

- Improve how we listen to pupils views and take them into account when planning for the future in our school.
- Build further opportunities for the curriculum to promote a positive view of a rich and varied society.
- Widen our tracking practices to include assessments in reading and spelling to make sure that all groups have equality of opportunity.