**Ringway Primary School**

**Equality Information and Objectives (October 2016)**

This is our school’s information (October 2016) about our context and school population. We pride ourselves on how well we promote equality and opportunity.

**The school has data on its composition broken down by year group, ethnicity, first language and gender**

* Ours is a one form entry primary school.
* All of the teaching and learning is developed to focus on the needs of all pupils and to mitigate the effects of any disadvantages or vulnerabilities on learning, in order to offer equality of opportunity to all.
* We have one child who speaks English as an additional language.
* Our disadvantaged pupils in respect of whom we receive the Pupil Premium Grant are monitored and we report on the progress of this group in order to demonstrate the effect the funding has on diminishing the difference in attainment.
* Our uniform list is gender-neutral and promotes equality.

**The school maintains data about the proportion of children with additional needs and disabilities.**

* The school has clear protocols and targeted provision to support the pupils who are on the SEND register.
* The school promotes positive attitudes towards disability and challenges any disablist perceptions.

**The school uses data on inequalities of outcome or unequal representation and involvement to set objectives that will bring about achievable, measurable improvements**

* The school uses data to set targets and objectives
* These targets sit within the school’s development plan
* We place high importance on the strategies we deploy to diminish the difference for children. A governor holds senior leaders to account for this measure of success in promoting equality of opportunity.
* We record, report and tackle instances of discriminatory language or bullying.
* Teachers promote fundamental British values through SMSC in the curriculum.

**Documentation**

* Our school has an overarching Equality Policy which has been published to the web site
* Equality of opportunity is at the heart of the school’s published vision and ethos.
* The school’s ‘Doing the right thing’ ethos is the basis upon which we base all of the work we do to promote tolerance and mutual respect.

**Staffing**

* There is good, compliant equal opportunities practice evident in the recruitment of staff.

**Behaviour and Safety**

* We ensure that every pupil who attends the school feels safe to learn.
* We follow a recommended pathway of actions when dealing with racist, homophobic, transphobic and biphobic incidents.

**Curriculum**

* The curriculum provision reflects the needs of specific groups of pupils. We have additional and targeted provision which changes along with need.
* The curriculum is designed to cover issues such as; tackling prejudice, promoting community cohesion and understanding, and ‘Doing the right thing’.
* There are opportunities throughout the curriculum to promote the spiritual, moral, social and cultural development of all pupils.

**Consultation and involvement**

* The school has mechanisms it uses to gauge how pupils think and feel about the school.

**Diminishing the Difference**

As a school we focus on closing the gaps for all pupils who are eligible to receive Pupil Premium funding.

The strategies we will employ include:

* Mixed ability teaching to promote social capital and a differentiated learning environment with the same high expectations for all
* Whole staff training to develop and consolidate quality feedback in line with the findings and recommendations.
* A high level of TA support which improves the quality and access to learning.

**Expected evidence of impact:**

* We will see gaps narrowing in line with our own projected PPG outcomes
* An atmosphere of tolerance and mutual respect
* A willingness for staff and pupils to challenge intolerance or discrimination
* Increased understanding of the broader cultural and religious context of the UK.
* Children applying principles of equality and fairness in their day to day