



## Equality Policy Impact statement January 2022

The School Single Equality Policy has 2 key equality objectives. This policy outlines in detail what we will do to achieve them.

The equality objectives are;

- To ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice throughout all of our schools.
- To ensure progress of our children is not hindered by inequality

The aim of this impact statement is to show our compliance with the Public Sector Equality Duty by demonstrating the impact of our Equality Policy and the progress towards our Equality Objectives.

We work hard to ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice through regular reviews:

- We review the curriculum to ensure opportunities for global diversity learning are extended
- Map opportunities across the curriculum to ensure optimum learning potential
- Review the reading curriculum to ensure that texts studied reflect the diversity of our community
- Embed links with the curriculum, i.e. Fairtrade, rights of the children
- Review the school vision and values: Kindness, Honesty and Courage
- Review our Behaviour Policy to ensure it represents the diversity within our community
- We Take part in anti-bullying week
- Provide interventions and booster classes for vulnerable children at risk of under-attaining
- Continually try to remove all known barriers to learning through welfare support and intervention

We measure the impact of our work through:

- Parent annual survey
- Pupil survey and Pupil Voice
- Data Analysis

	Yes	No
My child is happy at this school		
My child feels safe at this school		
The school supports its pupils to be well behaved		
The school deals with concerns promptly and effectively, including if my child has been bullied		

The school makes me aware of what my child will learn during the year		
When I have raised concerns with the school they have been dealt with properly.		
Does your child have special educational needs and/or disabilities? (SEND) yes/no?		
If yes, please state how strongly you agree with the following statement – My child has SEND and the school gives them the support they need to succeed.		
The school has high expectations for my child.		
My child does well at this school.		
The school lets me know how my child is doing.		
There is a good range of subjects available to my child at this school.		
My child can take part in clubs and activities at this school		
The school supports my child's wider personal development		
I would recommend this school to another parent – yes/no		
<b>TABLE FOR RESULTS OF BOTH QUESTIONNAIRES</b>		

As a school we will continue to strive towards removing inequality as a barrier towards achievement. We will ensure that our staff, parents and students are familiar with our Equality Policy, the objectives in it and what it means in practice.

At Syresham Primary School and Nursery we work hard to ensure the progress of our children is not hindered by inequality by;

- Monitoring the progress of students with different characteristics in comparison to the whole cohort.
- Putting strategies in place to minimize gaps identified, for example: small group tuition, access to extracurricular activities, access to residential visits, booster groups, nurture groups and 1:1 sessions, provision of laptops for home-learning
- Monitoring behaviour, including looking at patterns and trends within groups of pupils
- Monitoring attendance of students with different characteristics in comparison to the whole cohort.

We measure the impact by:

- Analysis of attainment data for different groups of students
- Analysis of attendance data for different groups of students
- Analysis of behaviour data for different groups of students