



## Promoting Equality Policy 2013

At Twineham we are committed to seeking equality for all members of our school community in line with the Public Sector Equality Duty. We have strong core values of inclusion, tolerance and respect which permeate our school ethos.

We aim to provide a secure, inclusive and purposeful environment in which we can all learn. All members of our community should feel valued, respected, cared for, and encouraged to grow and develop emotionally, socially and academically. We aim to identify and remove barriers to success for all those in our school community regardless of gender, ethnicity, faith, sexual orientation, disability or additional needs.

*Our responsibilities lie within the roles of both employer and educator:*

We are an equal opportunities employer, appointing the most suitable people to our team regardless of gender, ethnicity, faith, sexual orientation, disability or additional need.

We actively further the continuous professional development of all staff.

We value, and actively encourage the engagement of all pupils in all aspects of our curriculum, and aim to provide a curriculum which is equally relevant, inspiring and challenging to all pupils.

We closely track the achievement of all pupils to ensure that they have an equal opportunity to succeed, and target intervention groups and classroom support.

We identify whole school patterns of achievement related to key groups within the school and address at a strategic level (see SDP Equality Objectives 2012-13 below). We encourage all pupils to fully engage with the extended school provision, directing pupil premium funding to support families in overcoming financial barriers.

We actively seek opportunities for members of the community to lead assemblies and classroom workshops, and contribute to the annual calendar of fundraising and social events.

We act swiftly and strongly in response to any incident in which one child unkindly highlights the physical or cultural differences of another. These incidents are extremely rare at Twineham.

### School Development Plan Equality Objectives 2013-15

- Ensure the school is effective in meeting the needs of all pupils, particularly when their progress drops below the expected rate.

- To ensure that we provide an appropriate curriculum that engages boys in the cohort where they are in the minority (Current Y5).
- To ensure that the boys in this cohort progress 2 levels from KS1 to KS2.
- The boys report that they have found the curriculum provision engaging.
- To ensure that we provide an age appropriate curriculum for our summer born children in Y1 so that they achieve their early learning goals by the end of the autumn term and are working in L1 by the end of the spring term.
- To ensure that the vast majority of this group pass their Y1 phonic test.