

'Achieving, Caring and Growing Together'



Twiss Green Community Primary School

Equality Objectives

Date of Approval:	July 2023
Signed: Chair of Governing Body	<i>L. Davis</i>
Signed: Head Teacher	<i>N. Hughes</i>
To be reviewed by:	July 2026

'Achieving, Caring and Growing Together'

Our Equality Objectives are guided by our core value and vision at Twiss Green. These are:

'Achieving Caring and Growing Together'

'Respect, Resilience and Relationships'

We are very proud of our school, our children, staff, governors and the wider Twiss Green community. It is a special place where the children are happy and feel safe and valued. Our curriculum supports academic progress but also helps our children to be respectful, resilient and develop strong relationships: our 3Rs - the core values that as a school community, we have decided are most important to us.

Together, our Twiss Green family supports our children to achieve, care and grow throughout their primary school experience, in preparation for all that their futures may hold.

Equality Objective: To develop an inclusive and welcoming school environment that values diversity, tackles discrimination and promotes equality for all by improving our school community's knowledge and understanding of the diverse community we live in.

How are we performing in relation to the three aims of the equality duty?

Eliminate unlawful, discrimination, harassment and victimisation. We consider we do well against this aim. Our ethos, values and aims support this work, as does our approach to pastoral support and the high quality of our safeguarding and child protection practices. In addition to our Jigsaw PSHE curriculum, we use a scheme called No Outsiders in School to positively promote inclusion within our curriculum.

Advance equality of opportunity. We encourage participation in sport for those with disability and facilitate the engagement of all children in residentials, trips and activities. We ensure curriculum subjects give plentiful opportunities within school to enrich cultural capital, regardless of children's background. We ensure all subjects have links to visitors, texts and prominent people within the specific field with a diverse range of backgrounds to ensure children can picture their future selves as potential achievers within the curriculum.

Foster good relations. We have an open-door approach for all parents, wider stakeholders, children and members of staff including SLT. Learning and wider activities are shared with parents via school ping, the school's facebook page and the school website and are accessible to all. We have several opportunities for parents and carers to attend school to find out more about their child's learning and to find support for them where needed.

How have we set our Equality Objective 2023-26?

Our Equality objective setting process has involved gathering evidence as follows:

- Pupil tracking and assessments
- Reports of any incidents (including behaviour records and exclusion record)
- Multi agency reports
- Inclusion in school activities eg clubs, visits etc
- IDSR/ ASP data
- Child Protection, Child In Need and vulnerable children information
- Stakeholder voice

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- External agencies