



Annual Report on Progress against the School's Equality Objectives for 2023– 2024

This report describes the work that has been undertaken in our school to promote equality and tackle discrimination over the academic year.

We are mindful of both the General and Specific Duties of the Equality Act. As a school we are committed to the principles of Equality for All and the need to promote equality but plan to ensure equality over and above tackling discrimination when it arises.

This report is just a small part demonstrating our commitment to ensuring our services to pupils and parents are equitable and that our staff are treated equally as well as working to promote equality themselves.

Our School:

1. Tackles discrimination, harassment, and victimisation against people from different protected characteristics
2. Promotes equality of opportunity and outcome between people of different protected characteristics.
3. Fosters good relations between people of different protected characteristics.

Aim 1: Eliminate Unlawful Discrimination, Harassment, and Victimisation

Objective	Lead	Update
1. Increase staff understanding of 'equality' and implications for all on a daily basis, through CPD in order that staff understand the implications of the Equality Act.		<i>This is clarified through management meetings, Pastoral training and SEN training and development.</i> <i>Staff received Church of England Trauma-informed training.</i> <i>De-escalation training/ Team Teach has been undertaken by several staff to support vulnerable pupils.</i> <i>All new staff read the staff 'Code of Conduct' before commencing employment at Little Sutton'. The code of conduct references the schools Equality and Diversity Policy.</i> <i>Disadvantaged Pupils is a standing item on the Education Standards Committee agenda.</i>
2. Make reasonable adjustments so that all pupils, staff, parents/carers and visitors have access to all school activities	Principal	<i>Public events include accessible toilets and spaces.</i> <i>School is accessible for all pupils and adults.</i>
3. Address and record all prejudice-based incidents.	Pastoral team	<i>CPOMs is used to track and analyse the number of incidents across the school year, these are monitored by SLT.</i> <i>Assemblies and PHSCE lessons promote tolerance and respect, incorporating British Values and the School's Christian values.</i>

Aim 2: Advance Equality of Opportunity for All

Objective	Lead	Update
4. Ensure fair access to the curriculum offer for those with different abilities through promoting inclusive approaches to teaching and learning and the use of specialist equipment where necessary	Principal / SENCO	<i>Incidents are reported to the LAC.</i> <i>The school's SENCO works with outside agencies such as Outreach and ASD team, to ensure a personalized approach for SEND pupils.</i> <i>Use a range of teaching pedagogies to stretch and challenge pupils of all abilities.</i> <i>Curriculum design enables all pupils regardless of ability to access all subjects which make up our curriculum provision.</i> <i>One-page profiles all SEND pupils.</i> <i>A varied curriculum offered at all key stages enabling access for all pupils to ensure successful outcomes.</i> <i>Little Sutton's teaching and learning priorities are rooted in evidence-based research, supporting high quality teaching in the classroom which is our wave 1 intervention for both SEND and disadvantaged pupils.</i> <i>Specialist equipment purchased, such as visual aids and raised writing surfaces to ensure classrooms are inclusive.</i>
5. Strive to ensure the attendance of all disadvantaged pupils reflects the school target of 96%		<i>The school tracks and monitors pupil attendance, with consistent and comprehensive follow-up action.</i> <i>The school liaises with the local authority attendance team for advice, register inspections and updates on policies and processes.</i> <i>The school works with agencies such as social services alongside our TAF trained member of staff to support families with attendance.</i>

Aim 3: Foster Good Relations Between People

Objective	Lead	Update
6. Ensure opportunities exist in our school curriculum to learn about and celebrate respect for all (irrespective of their culture, ethnicity, gender, disability, sexual orientation, or gender reassignment).		<i>Pupils have PHSCE lessons in all years.</i> <i>The school's vision statement and REACH acronym promotes inclusivity and collaborative working.</i> <i>12 Christian values over a 2-year cycle promotes tolerance and respect.</i> <i>Use of Kagan learning strategies to promote collaborative learning.</i>
7. Continue to provide opportunities for all parents/carers to participate in the life of the school		<i>Regular update letters and parental surveys to gather pupil and parent voice.</i> <i>Parents/carers can watch sports competitions (sports day)</i> <i>Parents/carers can attend events such as choir or attend our community events i.e Our Local History Project. Parents/carers are also invited to attend our Harvest, Easter, and Christmas services.</i> <i>The school distributes a weekly bulletin, regular newsletters</i> <i>The school puts on celebration events, whereby parents come in and see pupil's work.</i>
8. Strengthen links between the school and local community including businesses, charitable organisations and other schools.		<i>Pupils were able to complete social action projects which benefited the local community. (Local Food Bank)</i> <i>Local links with St Paul's Church in Hooton</i> <i>Church services for Harvest, Christmas, and Easter</i> <i>Fundraising events – British Legion, Children in Need, NSPCC, 'Grow a Fiver' with HSBC (with profits going to local charities e.g. hospice)</i>

