

LOUDWATER COMBINED SCHOOL
Equality objectives – September 2018

<i>Objective</i>	<i>What actions are we taking to achieve this?</i>
To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality, diversity. British values and relevant topical events.	Our Curriculum provides some opportunities for this throughout the foundation subjects. Assemblies and PSHE topics will also provide opportunities to promote SMSC development. Our values led approach supports this.
To reduce prejudice and increase understanding of equality through direct teaching across the curriculum focusing on relevant topical issues, as appropriate to the age of our pupils.	For our school particular foci will be made via Black History Month, a focus on the Paralympics and through ensuring that when individual's achievements are researched that those chosen include people from a range of cultures and that males and females are equally represented. The way we respond to our duties linked to the prevent agenda will help us to do this.
To close the gaps between any underachievement or lack of progress of identified groups within the school.	SLT lead all staff in the tracking of attainment and progress of all pupils across the school including those from a range of groups including SEND, EAL pupils, and those eligible for pupil premium. We monitor the impact of interventions, have regular discussions in pupil progress meetings, share information with the governing board through RAC meetings and ensure that staff receive high quality CPD. Target Tracker supports us to do this effectively.
To promote cultural development and understanding through a rich range of experiences both in and beyond the school	Use our curriculum as a vehicle to develop this. Visits and visitors; we invite groups such as Show Racism the Red Card into school to work with pupils.

	<p>Celebrating and learning about festivals and celebrations of those in other countries and/or cultures through assemblies and RE.</p> <p>Learning about the lives and achievements of inspirational people from a range of backgrounds and over time.</p>
To ensure equality of opportunities for all our pupils	<p>Our tracking of pupil groups and individuals will enable us to analyse this. Class teachers keep records of additional roles, responsibilities and opportunities offered to children.</p> <p>Pupils are not grouped by ability.</p>
To take all practicable measures to ensure that our staff team is increasingly representative of our local community.	<p>Our school is a welcoming environment for staff from different ethnic groups, the LGBT community, men and women and transgender individuals.</p> <p>Actively promote positive role models and information to eliminate any discrimination and misconceptions.</p>