



## **East Bridgford St Peter's CE Academy**

### **Equality Objectives UPDATED July 2023**

At East Bridgford St Peter's C of E Academy we aim to ensure that: All pupils and members of staff are provided with opportunities to fulfil their potential whatever their sex, race, colour ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

East Bridgford St Peter's C of E Academy seeks to ensure that no member of the school community, or any person through their contact with the school, receives less favourable treatment on any grounds which cannot be shown to be justified. These principles apply to all members of the extended school community – pupils, staff, governors, parents and community members.

Through our school ethos, curriculum and community links, we will work towards:

- a common vision
- a sense of belonging for all
- similar life opportunities for all
- strong and positive relationships between different communities

At East Bridgford St Peter's CE Academy, we conduct a programme of 'quality control' lesson observations to monitor provision and pupil progress data for each year group, which is carefully monitored throughout the year.

Our SEF (school evaluation form) is Quality Assured alongside our CEO. This quality control is to look carefully at how well St Peter's delivers teaching and learning. The feedback from our CEO also informs our Governors. Ofsted inspection took place in April 2022: Outstanding for Personal Development and Good overall.

End of year information, including performance data (as presented by FFT), is analysed by the school leadership team, in collaboration with the governing body – see School Performance Data

<https://www.eastbridgfordstpeters.co.uk/performance-data/>

Summer term 2022 & 2023 data is presented here.

We also aim to conduct regular pupil, staff and parent questionnaires. All of the above informs our current view that there are no identifiable groups of

children across the school who are either under-performing or who feel discriminated against.

This survey information is available on our website

<https://www.eastbridgfordstpeters.co.uk/have-your-say/>

We are, however, far from complacent and we are committed to working diligently in line with following Equality Objectives, as well as the action points identified in our School Development Plan.

School evaluation & development plan (HT report) is shared with staff. Quality assured by our CEO and Governors informed at Full Governors meetings.

In line with the Public Sector Equality Duty 2011, our Equality Objectives for 2022-2026 are as follows:

- Objective 1: To treat all children and adults with courtesy, respect, integrity and dignity.
- Objective 2: To challenge any type of intolerant attitude, comment or action that undermines the value or dignity of others.
- Objective 3: We strive to ensure all children make at least 'good' academic progress on their journey through the school and if any under-achievement is identified in any particular group we put actions in place to rectify this.
- Objective 4: We promote the issues of equality and diversity as a key part of spiritual, moral, social and cultural development through all appropriate curricular opportunities, including experiences both in and beyond the school.
- Objective 5: We ensure that all school staff are alert to identifying where a pupil or family might be experiencing disadvantage, in order that remedial action might be taken.