

St Peters CofE Primary School
Published Equalities Objectives 2024-2028

To live our mantra **of knowing our children and families, community and each other well**, we will foster a **sense of belonging** within and across our organisation, enabling our young people, staff and volunteers to **thrive**.

Objective 1: Vulnerable Learners

The school will ensure that our most vulnerable learners are supported well, that staff know these pupils well, know families well and ensure they are attending school, have equal opportunities and achieve in line with their peers - ready for the next stage of their learning.

'Vulnerable learners' may be characterised by our windscreen (filtering system) which supports an understanding of individual levels of need - some or all of the following: poor attendance, SEND specific needs, welfare and behaviour. The complex combination of vulnerabilities means that school has a great deal of additional work to do with many of our pupils in order for them to access the high quality teaching, cultural learning opportunities and opportunities for personal development that we have to offer them.

Work has been ongoing across the school to develop innovative, robust solutions and mechanisms to help professionals see at-a-glance the 'windscreen' of interventions, partners, resources and support that is available to work through and support many of the issues that are barriers to learning and emotional resilience.

- SPOC (single point of contact) processes will ensure that our most vulnerable pupils are accessing quality first teaching, interventions and school specific routines e.g. home learning opportunities and after school provision.
- Mobilising resources for vulnerable children through close working relationships within the community and led by our pastoral and attendance lead.
- A growing picture of resources and a graduated response to SEND via the windscreen approach being pioneered and developed in the NEAT Trust with a particular focus on social and emotional health and wellbeing.

Objective 2: Changing school population

The school will promote inclusion of all cultures and work to build a cohesive school community, where difference is celebrated and everyone feels like they belong.

The school population is ever changing, with an increasing number of ethnic minority children arriving from around the world, many with English as an Additional Language (EAL). Often these children have had disrupted and/or incomplete educational experiences prior to joining our school. Some of these children may be refugees and are also vulnerable. We are working with community agencies and foster a culture of welcome and safety for people seeking sanctuary, including asylum seeking and refugee families. We are seeking to become a school of sanctuary in 2024.

- EAL provision to be carefully planned, especially for children new to the country and with little/no English - working closely with the EMTRAS team at the local authority.
- Parents are able to translate communications to their home language using Class Dojo and the school website has a translation option.
- Access to translation service when having face to face meetings pre arranged and working with the local authority.
- Awareness of cultural sensitivities related to specific areas of the curriculum e.g. RSE
- Policy awareness around cultural needs e.g. cultural holidays
- Curriculum to reflect the changing nature of the school population e.g. reading spine to reflect different minority ethnic cultures