Published Equality Information and Objectives

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This document outlines Red Row Primary School's commitment to promoting equality of opportunity within our context and school population. We have identified key areas where we excel in promoting equality and have set objectives to address the challenges we recognise.

School Composition and Context

- Red Row Primary is a one-form entry primary school.
- Our student demographic is predominantly white British (99%), with 1% of pupils having English as an Additional Language (EAL).
- We have a significant proportion of disadvantaged pupils, with 51% eligible for Pupil Premium funding.
- The school population is stable, with a high percentage of pupils on the SEND register (51%), including 10 with EHCPs.

Promoting Equality of Opportunity

- All teaching and learning initiatives are tailored to meet the diverse needs of all pupils, aiming to mitigate disadvantages and vulnerabilities.
- Our uniform policy is gender-neutral, promoting equality and inclusivity.

Support for Additional Needs and Disabilities

- We maintain clear protocols and targeted provisions to support pupils on the SEND register.
- The school is accessible, featuring ramps, accessible toilets, and a gender-neutral accessible toilet/shower room.
- We actively promote positive attitudes towards disability and challenge any disablist perceptions.

Using Data to Set Objectives

- We leverage data to set measurable targets and objectives that align with our school improvement plan.
- A governor is responsible for holding senior leaders accountable for closing the attainment gap for disadvantaged pupils.
- Instances of discriminatory language or bullying are recorded, reported, and tackled proactively.
- We recognise the limited exposure many of our pupils have had to broader UK and urban contexts and prioritise learning opportunities and external visitors to address this.

Curriculum and Documentation

- Our overarching Equalities Policy is published on our website, reflecting our commitment to equality of opportunity at the heart of our vision and ethos.
- The school's "Everyone thrives at Red Row, come as you are and grow" ethos underpins our efforts to promote tolerance and mutual respect.

Staffing and Recruitment

- We adhere to equal opportunities practises in the recruitment and promotion of staff, ensuring a diverse and inclusive workforce.

Behaviour and Safety

- Every pupil is ensured a safe learning environment.
- We follow a structured approach to address incidents of racism, homophobia, transphobia, and biphobia.
- We are beginning to work with the No outsiders in our Classroom program.
- Staff receive regular WRAP (Workshop to Raise Awareness of Prevent) training.

Curriculum Provision

- Our curriculum reflects the needs of specific groups, with additional targeted provisions adjusted according to need.
- It explicitly covers issues such as tackling prejudice, promoting community cohesion, and reinforcing our core values of being responsible, respectful, and resilient.
- Opportunities for spiritual, moral, social, and cultural development are embedded throughout the curriculum.

Consultation and Involvement

- We have mechanisms in place to gauge how pupils feel about their school experience.

Part Two: Objectives

Closing Gaps

Over the next three years, we will focus on closing gaps for pupils eligible for Pupil Premium funding and addressing gender disparities within specific cohorts.

Strategies to Employ:

- Implement mixed-ability teaching to foster social capital and create a differentiated learning environment with high expectations for all.

- Provide whole-staff training to enhance quality feedback, aligned with recommendations from the EEF Toolkit.
- Maintain a high level of TA support to improve the quality and availability of constructive feedback and emotional literacy.
- We have three trained Thrive practitioners who help to ensure that children have the opportunity to deal with any worries or concerns they may have, so that they do not encroach on their learning or that of their peers.

Expected Evidence of Impact:

- We anticipate narrowing gaps in line with our projected PPG and overall school outcomes as outlined in our School Improvement Plan.

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Fostering Good Relations

We will develop the “No Outsiders” mindset, empowering pupils to become equality champions and role models who challenge discriminatory attitudes.

Post-Training Actions:

- Following staff training on protected characteristics, we will acquire relevant, pupil-friendly texts addressing differences and racism, integrating them into our assembly programme.

Expected Evidence of Impact:

- An atmosphere of tolerance and mutual respect within the school community.
- Increased willingness among staff and pupils to challenge intolerance or discrimination.
- Enhanced understanding of the broader cultural and religious context of the UK, articulated by both staff and pupils.
- Pupils will apply principles of equality and fairness in their daily interactions.