

Christ the Sower Ecumenical School Equality and Diversity Objectives 2023-2025

Our Vision

At Christ the Sower Ecumenical Primary School we provide the 'good earth' for **all** our children to flourish and achieve their **full potential**; so that every child can learn and explore who they are created to be. With the **highest of expectations**, we individually and collectively, will **care for, nurture, and develop** each and **every child**.



A loving place where we all care, learn and grow together.

Objective and Actions	Person responsible	Intended Outcome
<p>To ensure our values continually promote equality and celebrate diversity</p> <ul style="list-style-type: none"> Promote our CARE ethos and Christian values Lead by example in promoting core British values around school – evidenced in behaviours and in classrooms. Monitor recruitment of staff to ensure there is no discrimination at the point of employment Ensure that the LGB is representative of the pupil population and community Encourage the widest participation in Parents and carers from all groups. 	<p>All staff SLT Equalities Governor</p>	<ul style="list-style-type: none"> Fewer incidents related to discrimination. Curriculum learning reflects our community. Diversity is celebrated and valued. School values are embedded within British Values. Monitoring takes into account outcomes from key groups. Recruitment processes remain fair LGB and staff teams remain representative of pupil population.
<p>To ensure the curriculum reflects the school's diverse community</p> <ul style="list-style-type: none"> RE/PSHE as models for best practice in developing an inclusive curriculum. Make use of positive role models in the classroom to develop the self-esteem of vulnerable groups and the respect of all for diversity within the community. Ensure that reading books, curriculum texts and a diverse range of aspirational people are used in our curriculum. Continue to ensure that the curriculum is diverse and continues to be relevant to all groups represented in school. 	<p>All staff SLT Equalities Governor Subject leaders</p>	<ul style="list-style-type: none"> An enriched curriculum that all pupils can access. Pupil voice indicates that the curriculum is relevant and interesting All pupils are inspired to aspire highly and work hard.
<p>To inform and involve parents and carers</p> <ul style="list-style-type: none"> Offer a range of ways of communicating between school and parents that meet parents' circumstances and needs 	<p>All staff SLT</p>	<ul style="list-style-type: none"> Parents are actively involved in the school community

<ul style="list-style-type: none"> • Encourage parents to let the school know if they have a particular disability or other need • Engage parents on how they can help their child at home and in school • Encourage parents to join the PA and/or governing body • Ensure that all parent groups are represented in school events 		
<p>To support learners with particular needs</p> <ul style="list-style-type: none"> • Ensure language and vocabulary support is available as required • Vulnerable pupils are supported through a tutoring/catch up programme • Provide appropriate training to enable staff to meet particular learning needs • Gaps identified in pupils' learning • Review of interventions to ensure continues efficacy. 	<p>All staff</p> <p>SLT</p> <p>Equalities Governor</p> <p>PP/SEN governor</p>	<ul style="list-style-type: none"> • Ensure early identification of SEN pupils and specific SEN support in place for pupils with identified needs • Teachers are well informed about differentiation and meeting the needs of pupils
<p>To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data</p> <ul style="list-style-type: none"> • Analyse all pupil groups in data analysis to ensure that we are ahead of any trends and issues. 	<p>All staff</p> <p>SLT</p> <p>Equalities Governor</p> <p>PP/SEN governor</p>	<ul style="list-style-type: none"> • School remains a diverse place that is reflective of the school community.