



## Rayleigh Primary School

### Equality and Inclusion Statement

Respecting ourselves, others and our future

At Rayleigh Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of age, race, gender, disability, faith or religion, attainment or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of all pupils is monitored and we use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which promotes British values - championing respect for all.

We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. As an educationally inclusive school, the teaching and learning, achievements, attitudes and well-being of every young person matters.

#### Our Mission Statement for Equality:

As a school:

- we welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity;
- we welcome our duty to promote community cohesion;
- we recognise these duties reflect international human rights as expressed in the UN Convention- The Rights of the Child.

#### We will enable every pupil to:

- participate in a curriculum; underpinned by British Values; that takes full account of the richness and variety of the world's racial, ethnic, cultural and religious groups



and develop understanding of some of the main causes of global inequality, disadvantage and poverty;

- recognise and challenge racism, racial and sexual discrimination and stereotyping;
- develop the knowledge and understanding, skills and attitudes necessary for life in Britain's multi-ethnic society and as global citizens in an increasingly interdependent world.

To provide the highest possible quality of teaching and learning we will:

- Appoint appropriately qualified, enthusiastic teachers to provide a balance of subject expertise and teaching experience utilising this to meet the needs of the school and its pupils;
- Appoint well-qualified support staff and deploy them effectively as part of the teaching team to support children in academic and social contexts through our intervention mapping;
- Have a systematic approach to monitoring the quality of teaching and learning, including the teaching of phonics;
- Provide high quality professional development for all staff;
- Involve parents / carers in the learning partnership, supporting them as educators of their children and as learners themselves, eg. through home learning, family learning, parent consultations, open evening events, workshops, website communication systems.
- Expect high quality work to be achieved by each and every child;
- Create a stimulating environment for learning including high quality display to support teaching and learning, celebrate achievement and explore social, moral and cultural values.

To provide a curriculum that challenges, engages, explores and excites we will:

- Encourage a 'love of learning' by creating a stimulating and exciting environment and a broad cross-curriculum that is dynamic and motivating to children;
- Look for opportunities to embellish the curriculum with additional experiences, both inside and outside the classroom, including visits and visitors;
- Promote the development of the 'whole child' – spiritual, moral and cultural development through PSHE, citizenship and through all curricular areas.

To give each child the skills and experience to cope with the demands and opportunities of life in the future we will:

- Help children to cope with technological demands and change through developing key skills and opportunity to apply these independently in all that they do.

To identify each child's potential and help them to achieve it we will:



- Recognise the importance of Assessment for Learning and the key principles: sharing the learning objectives; asking better questions; making feedback count; promoting peer and self assessment;
- Provide support, challenge and extension activities through focused quality first teaching to address the needs of individual children and accelerate progress;
- Provide extra curricular provision through a rolling programme of exciting lunchtime, before and after school enrichment clubs;
- Create opportunities to take part in community events, such as Musical workshops, Art & Culture opportunities and competitive sport; PE Sports Partnership; Sports Councillors/Leaders;
- Showcase talents through our year group performances and Celebration assemblies.

To create a happy, safe and secure environment, where everyone is valued we will:

- Ensure that all aspects of Safeguarding are fully embedded;
- Ensure that Health and Safety issues are managed effectively;
- Maintain high levels of communication;
- Promote positive behaviour in all school activities;
- Establish and maintain an environment where pupils feel safe and secure, are encouraged to talk, and are listened to, e.g. Assemblies, Circle Time; Junior Governors;
- Take views into account when making decisions.

To provide a focal point within our community we will:

- Work alongside and collaboratively with other schools, with regular opportunities for shared learning;
- Teach about the importance of being part of the community, raising pupil awareness of sustainability and global issues which directly affect their lives through Eco-Schools Programme;
- Make links with other establishments that can benefit our children.
- Support and promote Extended Services through: providing facilities for family learning and extra-curricular activities; support for families through nurture groups and mental health support;
- Establishing multi-agency links to support children and families;
- Signposting to extended services;
- Develop inter-cultural awareness of the variety of the world's racial, cultural and religious groups within our multi-cultural society;
- Involve parents / carers in the life of the school, eg. Friends of Rayleigh Primary, Sharing performances, parent/child workshops, assemblies, etc.

