

Equality of Opportunity at St. Anne Line Catholic Junior School

1.

Initial Statement

We, at St. Anne Line, strongly support the principles of the Equality Act 2010. We believe in everyone in our community, and those who wish to join us, all will have a truly equal opportunity to enrich and enjoy our school. God has made each of us in his image and he has given us all talents and skills. We aim to try to find these gifts and enhance them. Our Mission and Vision Statements stress the recognition, respect and wholeness of the individual. We stress the dignity of the members of our community, stressing respect, celebration and enthusiasm of the diversity the individuality of our community brings to all of us.

Eliminating Discrimination

All our school policies are in line with our Mission/Vision Statement. They are 'lived' by the members of our community, enriched by the principles agreed by all reflected in the St. Anne Line Way. The Governors of our school reiterated this commitment at the meeting of the 27th March 2012. Our pupils, staff, Parents, Parish and Governors committed to the Unicef Rights Respecting Schools Award. Our pupils stressed the importance of respecting rights by introducing and receiving training in the Princess Diana Trust Anti-Bullying Ambassador Scheme.

2.

Biannually all staff have full days training and reflection on the principles of our school including Equality. In addition all staff have been trained in Child Protection and Safeguarding ensuring the child and their families are at the centre of our lives at St. Anne Line Junior School..

All regulations laid down by the Equality Act 2010 are carried out in employment procedures. All posts are advertised either locally or, in the case of Senior Staff, (Deputy Head/Headteacher), nationally ALL aspects of 'good practice' employment procedure as recommended by Essex County Council ,the Catholic Education Service and DFES Safer Recruitment Guidance are carried out. The school provides all stakeholders with details of pupil progress, activities and information about school life. Various methods are used – Text, Email, newsletter, personal letter, reports, individual discussions, structured conversations – All parents have the opportunity to meet staff at any reasonable time including the Headteacher. Our school Governing Body has representatives from every major cultural group in our school.

Advancing Equality of Opportunity

A) The school takes great effort to support pupils who are disadvantaged either medically, have financial difficulties (eg. Free School Meals), have English as an additional language, are in care or have specific needs. This is achieved through:

- I) Care Plans & Medical training
- II) Use of Pupil Premium
- III) Remissions Policy
- IV) Pupil Support Funding
- V) Additional tutoring/support assistants
- VI) Individual Education Plans
- VII) Additional focused support as required from analysis of Progress Data which is reviewed termly
- VIII) Detailed analysis of pupil data reflecting the range of social groups in the school.
- IX) Regular meeting with appropriate outside agencies to review/enhance action plans

3.

- B) All school activities/ Clubs & Societies are tailored to needs of all children to ensure there are opportunities suitable to their age, ability, practical group size, and interest. Thus these enhance involvement. A range of clubs/activities are run by the school across each age group. Specific groups for Gifted and Talented pupils are organised/run to enhance advanced skills. These are run in addition to our 'Open Policy' on club membership. All teams/squads are selected from an initial 'Open Policy' Club. All music tuition, in addition to curriculum offer, is available to any child. Some support remission in line with the Remission Policy which is made available to ease opportunity to participate. Governors promise/state that no child will miss out an opportunity through no fault of their own.
- C) Regular analysis of pupil progress data leads to:
- i) One to One Tuition to enhance progress as appropriate
 - ii) Talented group tuition before, during and after school
 - iii) Use of pupil premium to join West Basildon Local Delivery Group and the Basildon Education Trust to enhance Extended Learning opportunities to all pupils and families through subsidised support programmes
 - iv) Direction to Outside Clubs, Agencies and Groups that can aid, develop and improve pupil talents & skills.
 - v) Application for additional funding to support specific groups to advance equal opportunity e.g. EAL/Statement of Educational Need.

Fostering Good Relations between members of our Community

This is achieved by:

- I) Regular, detailed and focused communication
- II) Recognition that communication is 2 way – we continue to listen to our stakeholders
- III) PSHE topics in curriculum & assemblies that promote tolerance and friendship
- IV) Integration of other religious groups within our Christian Foundation – sharing an understanding of different religions, cultures and using this to enrich pupils lives. Where possible the specific needs of religious groups and cultures are met e.g. Muslim Prayer integrated in RE lessons, Cultural Cooking Day and cultural requests to return to homeland to support family relatives.
- V) The school is planning to develop a Parent Class Support to aid communication/understanding
- VI) Making the school at the heart of the community

4.

The use of the 'House' system to involve all members of the school community in local community projects, twinning arrangements with other schools and projects that enhance pupil understanding of our joint responsibility for our Environment and those in God's World.

The school holds the intermediate International Award, UNICEF Rights and Respecting Award,(Recognition of Commitment), Investors in People, Advanced Healthy School's Award and Essex Schools Positive Behaviour Award – all of which are a reflection of the schools commitment to the individual and their needs and initiatives to deal with tensions between different religious, cultures and groups.

Equality Objectives for 2012 -14

1. Maintain 'Open' policy for Clubs/Societies and monitoring involvement to ensure equality
2. 'Closing the Gap' – a school commitment to a target of 12 points of progress as a minimum across Key Stage 2 for ALL pupil groups. This will be monitored.
- 3a. To maintain the use of the St. Anne Line Way as a 'template for life' in this community – thus fulfilling our Mission. This will be monitored by Target for Ten Reward Scheme
- 3b. To live out our School Motto 'There are no strangers here, just friends we are yet to meet'

Monitored by Feedback records e.g. Year Books, Comments Book
4. Ensure all teaching remains at least 'good' in terms of Ofsted Judgment
5. To support Hearing Dogs for Deaf Children Charity in 2012/13 (Statement of Events/ Money Raised)
6. To work towards the Inclusion Mark in Autumn 2013
7. To continue our work of making the school at the heart of the local community

A Single Equality Plan which will monitor these objectives, race, gender, disability and show impact on the community (Annually)

Disability/ Accessibility Plan 2007 – 2010

Project - Quadrangle

Aim To make all classroom areas accessible from the Quadrangle

Activity Re – surface, ramp, remove steps

Cost £13,000

Source of Funding D. F. E. S Capital Funding (Governors 10%) Completed

Plan attached Date of Work Summer 2008

Project Ramping from exterior to fire exit by Hall/Quadrangle

Aim To provide a second fire exit point suitable for wheelchairs from the School Hall

Cost Included in the above costing of £13,000

Date of Work Summer 2008 Completed

Project Review of facilities for Visually Disabled New doors that allow full access

Aim To provide ease of access around the school

Cost £5000

Source of Funding D. F. E. S Capital Funding

Date of Work 2008/9 – onward project

Stages - Hall Corridors Classrooms 90% complete July 2009

Disability/Accessibility Plan 2010 - 2013

1. Allotment Aim – Decking suitable for disability. Pond at wheelchair height

Cost - £2,500

Date of Work 2010

Funding - Delegate

2. Aim - Leveling of playground to allow wheelchair movement

Cost - £3,000

Date of Work – 2010

Funding – Capital Funding

3. Aim – to ensure accessibility is in place for a new visually impaired child starting September 2012

- Correct size toilet seat, step for the toilet and handrails
- Large print books
- Larger signs around the school (to be advised)

Cost – £ 500 approx.

Date of work – To be completed by September 2012

Funding – Capital Funding/ Delegated

Pupils with Physical Needs

Disability	Number of pupils
Asthmatic	23
Sickle Cell	2
Moderate Learning Difficulties	35
Dyslexia	1
ADHD Diagnosis	3
Dyspraxia	2
Epilepsy	1
Hypothyroidis	1
Hereditary Sphercytosis (Blood condition)	1

In Addition

Free School Meals	21
EAL	117

Adult

Steering Group Members

Marie Slee	Teacher	Link to Student
Council Eileen Gillen	Teacher	
Martin Larrett	Head Teacher	
Adam O'Brien	Foundation Governor	
Michelle Castle	Parent	
Chidi Okuwesilieze	Parent Governor	
Aisling Gallagher	Chaplain	
Mandy Coan	Non-Teaching Representative	

Equality Action Plan and Monitoring Exercises

Objective	Actions	Monitoring Evidence	Review	Actions for 2013/14
Continued 'Open Door' Club Policy	<ol style="list-style-type: none"> 1. Strong Advertising 2. Balance across Year Groups 3. Encouragement of key groups identified from membership data 4. Ensuring Gender Equality 	Collection & Analysis of Membership Data (Taken Termly)	<p>September 2012</p> <p>February 2013</p> <p>By SMT & Equality Governor</p>	<p>New Partner Head system</p> <p>Developing Learning Mentor Support System</p> <p>Data Analysis</p>
Closing the Gap	<ol style="list-style-type: none"> 1. Termly analysis of progress & review of provision mapping 2. Barrier Analysis/support 	<ul style="list-style-type: none"> • Target Tracker breakdown of PTS progress per term • Feedback on <ol style="list-style-type: none"> i) Interventions ii) Learning Mentors 	Termly by Head & Deputy	Tracking of Pupil Premium Data
Living the St. Anne Line Way	<ol style="list-style-type: none"> 1. Assemblies to stress S.A.L Way and class activity 2. Target for Ten Reward Scheme 	Target for Ten Data Group Analysis termly	Annually by SMT	Usual monitors of Target for ID
Living the School Motto	<ol style="list-style-type: none"> 1. School Captains & Ambassador System 2. Reflects the cohort mix 3. Comment Book 4. Year Book Thank yous 	<ol style="list-style-type: none"> 1. Year Books 2. Comment Books 3. Review of roles of Ambassadors 	½ Yearly Head & Chair of Governors	Celebration of 50 yrs Working Group
A) Inclusion Mark By April 2013	<ol style="list-style-type: none"> 1. Staff lead identified 2. Audit undertaken 3. Action Plan & Award Date 	<ul style="list-style-type: none"> • Progress Reports to Governors • School obtains Award 	Termly by Lead & Head	Slippage - now Autumn 2013 Discontinued
B) Equalities Mark	<ol style="list-style-type: none"> 1. Staff Lead identified 2. Audit undertaken 3. Action Plan & Award Date 	<ul style="list-style-type: none"> • Progress Reports to Governors • School obtains Award 	Termly by Lead & Head	

School in the Community	Encourage use of school by Community/Events	Record of Events & Use	Head & Resources Committee of Governors	Parent Response Book Special Family Events
Hearing Loop	Fitting of Loop	Loop in Plan	Governors Resources Committee	To be fitted 2014-15
Racist/Gender Discrimination Issues	Record of any issues	Racist Incident Book Grievance Data	Annually by Governors	Continue to record
Staff Employment Procedures	Fulfillment of all 'good Practice' employment procedures including Safeguarding	Check on staffing employment paperwork	Chair of Governors 6 monthly	4 governors, safer recruitment trained
Extended Learning Opportunities	Extended learning for Stakeholders via B.E.S.T	Data on attendance of i) Families/Parents ii) Staff CPD	Curriculum Committee Annually	Signed with B.E.S.T.
Use of Pupil Premium	All allocation of Pupil Premium Monies	Ice Report Monthly by Finance Reports	Resources Committee Monthly	Key spending monitored