

Annual Equalities Report Weston Turville School 2018-19



MISSION STATEMENT: TO PURSUE WISDOM WITHIN A CHRISTIAN ETHOS

School Equality and Cohesion Mission/Principles

At Weston Turville CE School we are committed to giving all our pupils every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. We actively tackle all forms of discrimination against those with a disability (disabilism), racial discrimination, sexual harassment and discrimination, and promote equal opportunities and good relations between and amongst all. We aim to ensure that the school promotes the individuality of all our pupils, irrespective of ethnicity, attainment, age, disability, gender or background. We are committed to ensuring that positive action is taken where necessary to redress any inequality. For example, our admissions policy is equally open to pupils of all groups, and in accordance with the Equality Act 2010, prioritises pupils with statements of special educational need naming the school on their statements.

These aims carry over into our policies and behaviours for our staff, teachers, governors and other parties such as parents/carers and visitors. We further aim to promote community cohesion by reflecting the diversity of our local community and society and ensuring the education we offer fosters positive attitudes towards all people, including actively supporting the rights of all to practice their belief /non-beliefs equally.

Although our school has limited diversity, we believe these commitments are as important, as in a school with a more diverse population.

Key Objectives Met from Equalities Action Plan

- The SIAMS Inspection report (Jan '18) highlighted many positive features. SMSC was seen as a real strength, the Inspector viewed WT to be an inclusive school which clearly encapsulates the vision & ethos of the school *'The school's Christian ethos is inclusive, which results in all members of the school community feeling valued and respected.'*
- The SIAMS working group met to discuss ways of making further improvements so that the school might move from Good to Outstanding. Goals identified as met or with evidence of, included; to ensure that all stakeholders could articulate the six school core values, increased opportunities for the whole school community to experience collective worship so that the importance of worship and its Anglican

traditions and practices are reinforced and understood by all and to develop the teaching of RE by ensuring that it is creative and engaging in all lessons so that pupils speak highly and passionately about it.

- Father David led a staff meeting with a focus on the different strands from the new SIAMS Vision & Leadership Document with a view to the school making changes to its ethos & mission statement.
- Parent views concerning the ethos & mission statement were captured.
- The SMSC working group met to analyse the findings and devised a plan of how to move forward.
- Work on improving the Christian distinctiveness of the school continued (See key priority 4 SDP).
- Following advice from Simon Webb (Education Advisor BLT & ex-HMI Inspector, Feb '19), the pupil mentoring program is underway with weekly meetings taking place. It is already proving beneficial.
- Targeted interventions are continuing to take place for SEND & disadvantaged pupils by staff.
- Helen Brettell continues to support Service pupils as well as other pupils across the school, this is continuing to work well.
- An ELSA trained member of staff (Emotional Literacy Support Assistant), continues to offer support and counselling to pupils as and when they require it
- A volunteer continues to offer regular support to EAL pupils.
- The staff met to discuss the wider school curriculum with a view to making it broader (OFSTED focus). PSHE & equality is very much part of this process with accessibility as a key component. The plan is to base it on the '50 things to do before you're 11^{3/4}' & Equaliteach & Skills Builder tools will inform planning as will the recent staff outdoor learning INSET training. A possible plan for a learning/life skills passport which will move up with pupils' class to class.
- RE – under the new statement of entitlement for church schools from the Diocese, WT took the decision to continue with the ratio of 66% RE teaching based on Christianity.
- Gender separation in mixed schools – non-statutory guidance from Dept for Education was shared and adopted as policy.
- The Government statement on PSHE including statutory guidelines concerning SRE was shared and acted upon.
- A new PSHE scheme of work was launched, working well to provide teaching about this & a range of other areas including; RSE (with the current emphasis on relationships), mental health & well-being for each year group, a 'building on' approach year by year.
- The staff well-being board in the staff room continues to celebrate kindness.
- Pupils continue to be offered a wide range of roles & responsibilities within their classes as well as across the school e.g. playground leaders, buddies, library monitors & the worship team demonstrating inclusivity & opportunity for all.
- Anglican style services have been held at the school and were a great success, these will continue, termly.
- The Harvest Collective Worship event took place on September 28th, all classes Years 1-6 participated, good parent attendance plus the attendance of several Governors. £173.89 was raised for Christian Aid plus generous food donations to support those in need.

- House captains & vice-captains laid wreaths at the village Service of Remembrance.



- Families contributed a total of £99.26 towards the Poppy Appeal charity.
- During the lead up to Christmas, budding pianists embraced the opportunity to play classes into assembly.
- The school invited families, friends, children from Topsy Turvy Pre-School as well as elderly residents from the village to watch the Infant Nativity.
- The Junior Carol Service in December invited families to share in the school's act of worship. The collection after the Service raised £111.62 for Christian Aid.
- The Carols & Nine Lessons Service at the church in which the Friday choir participated.
- Due to poor weather, the whole school Easter Service took place in the school hall rather than at St Mary's Church.
- The Friday Choir sang during the Mothering Sunday Service at St Mary's Church – families from the school attended.
- Creative arts week championed the themes of equality and diversity & pupils created some thoughtful artwork including a new mural for the hall created by Class 6, based on the school values & ethos. This was led by an organisation that focuses on values through the creative arts.
- Father David led a worship service on the last day of the academic year, to say farewell to the current Year 6 class. Parents & a Governor were in attendance.
- Father David & Reverend Susan continue to make weekly visits to the school and attend the Friday KS1 & KS2 assembly.
- The Fitness Festival presented an opportunity for older pupils to work alongside younger peers in a fundraiser for the school while spreading the important message about fitness being fun.
- KS1 visited an eco-farm on 5th June.
- Business Enterprise in Class 6 was a great success with proceeds split between the school and different charities.
- Different classes in the school have led assemblies during this term including Year 6 with a focus on WW2.
- JIGSAW will go ahead during the first full week of the summer holiday, evidence of the school & wider community working together.
- WT School continues to endeavour to equalise opportunities for economically disadvantaged groups e.g. access to activities & fairly priced uniform etc.
- Displays in communal areas around the school have been created by pupils in different classes rather than the former 'one board per class' approach in order to reflect collaboration between the various age groups thus creating a more cohesive & inclusive approach. Pupil Voice

continues to be evident in related displays as do the school values. Some illustrate the Christian Distinctiveness of the school.



An art installation has been created in the library with contributions by all pupils & staff with the title 'everybody together'.

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- Charity Week was a tremendous success and raised several hundred pounds, reflecting the school ethos of caring & giving.



- The school commitment to fundraising for those in need (in line with the school ethos), has continued. Staff & pupils raised £198 on Red Nose day.
- The PTA matched the money raised from World Book Day donations and £250 was spent on the school library - equality of opportunity, access of books for all pupils.
- All related learning, activities & events linked to the language of WT school ethos & values.
- The creation of a new and improved school website to ensure greater transparency – Equalities objectives have greater prominence on the homepage beneath the mission statement. It contains an image representing equality based on artwork created by pupils. It contains the RE, Collective Worship & SMSC Policies as well as information about the School Values & Golden Rules along with British Values, amongst other important documents. It incorporates the language of WT school ethos & values. It also contains clear guidance for parents about the meaning of SMSC within the context of Weston Turville School.
- Sports Premium Funding - Review and improvement of provision of clubs to ensure that disadvantaged pupils have equal access. Sarah Ellis continues to run a club to support disadvantaged pupils on a Friday lunchtime, with great success.
- The wide variety of clubs offered to all pupils plus enabling the library to be a place of refuge, has made a positive impact, this is evidenced by the dramatic reduction of incidents of anti-social behaviour documented by KB. Pupils are encouraged to play across the classes where older pupils nurture & support younger peers reflecting the school values e.g. playleaders organising activities.

- MDMSs continue to play a valuable role to ensure harmony during lunchtimes.
- Raised profile of Governors at related events including attendance of focus weeks held at the school.
- A dedicated prayer section to the school newsletter, encouraging families in the school community to remember & pray for those in need.
- The prayer section of a recent newsletter included the Beatitudes.
- Quarterly articles for the Parish Magazine were written by the school – Community cohesion.
- Members of Class 5 contributed an article about Science Week in the WT Times.
- A pupil from the school is a member of the SWIFT team at the Church.
- Case studies of GRT pupils – evidence of provision.
- Data has been collated & analysed regarding disadvantaged & GRT groups to ascertain the success of interventions.
- LM held a GRT Coffee morning, this is part of a drive to further improve the attendance of GRT pupils in response to Webb's guidance. Targeted interventions are continuing to take place for GRT pupils by staff.
- Anti-Bullying week took place during November with a range of lessons, activities & assemblies demonstrating the importance of kindness while repeating the message that bullying is unacceptable. Advice was provided to pupil about what to do if they experience it or see it happening to others. Information about the activities was shared with parents in the newsletter.
- The anti-bullying Policy was reviewed.
- There was one incident of bullying recorded during the last academic year (Sep '18-'19), action was taken & this was swiftly resolved.
- Transition from feeder pre-schools ensured that pupils had maximum opportunities to visit.

OFSTED Report (Oct '18)

The school is a very happy place. Pupils thrive in a caring community and benefit from effective teaching with a wide range of activities. The school mission 'to pursue wisdom within a Christian ethos' is evident throughout the school, and your six core values – respect, honesty, perseverance, fairness, kindness and trust – are central to this. Parents told me that the school is very inclusive and they are extremely happy that their children come to this school. Your local authority improvement partner, though only recently linked to the school, already recognises the strengths and the inclusivity of the school. Pupils care for each other, and older pupils are actively encouraged to look after the younger ones. Pupils are encouraged to celebrate each other's successes and this helps to create the warm and caring atmosphere throughout the school. Pupils say that they feel happy and safe at school and are well cared for.

Jo Spencer
 Equalities Governor
 July '19