Churchdown Village Infant School

Equalities Objectives 2024-2028

Equality of opportunity is a fundamental right for all members of the CVIS community. We are committed to developing the potential of all people associated with the school.

A new Equality Act came into force on 1 October 2010. The Act requires schools to demonstrate that they are taking action on equality in policymaking, the delivery of services and public sector employment. All GLA Schools prescribe to a central Equality Policy, which can be viewed on the GLA Website by following **this link**.

Our Equality Policy covers:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership
- Age

Age is a protected characteristic within the Equality Act (2010), but not in relation to pupils of any age in a school. CVIS ensures that no parent, carer, employee or anyone associated with the school is discriminated against because of their age.

Priority	Action	Success Criteria	Timescale	Responsibility
To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity	Use of curriculum time to celebrate cultural diversity. Use of assemblies to highlight significant cultural events Share events in newsletters and on website etc.	Pupils can talk about experiences Newsletter celebrates events.	July 2025	Emma Williams Naomi Sayah

To reduce prejudice and increase understanding of equality through direct teaching across the curriculum and through intervention where necessary, e.g. through a dedicated pastoral team, learning support, individual programmes and support plans	Pastoral support in place to support individual pupils Whole class discussions to challenge issues as they arise.	Issues are challenged Pastoral support is in place and ongoing.	July 2025 ongoing	Emma Williams Naomi Sayah Claire Sambell
To provide differentiated provision to meet all pupils' learning needs including those with Disabilities and/or Special Educational Needs	Adaptation in place Training completed SEND training and support	Staff support effective adaptation SEND training takes place	July 2026 Ongoing ad adapted as needed	Helen Merrett Emma Williams
To ensure the school environment gives pupils equal access to facilities and resources	Redeployment of spaces across the school Consideration for Nursery and EY outdoor spaces	All areas are supportive of all children	July 2026	Emma Williams Naomi Sayah
To narrow the gap between more disadvantaged children and their peers	Monitor existing data and data over time to identify patterns and trends Pupil progress meetings 3 times a year to include teachers, SENCO, Deputy Head Teacher and Teaching Partners. Closely monitor the impact of specific interventions and keep additional assessment data to show small steps of progress	Gap reduces Disadvantage pupils perform better than nationally for this group	July 2027	Emma Williams Naomi Sayah
To promote cultural development and understanding through a rich range of experience, both in and beyond the school	Developing relationships with minority-ethnic groups and faith groups Raise awareness of cultural diversity through assemblies, school trips and activities and share in school newsletters	Pupils can talk about experiences Newsletter celebrates events.	July 2026	Emma Williams Naomi Sayah

To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010 (Please see policy for more information)	To educate the pupils and develop their knowledge and understanding of 'difference' (PSHE (PinK Curriculum) /SMSC/British Values/promotion of Spiritual Wheel) with a particular focus upon 'Open minded and understanding of others'	Curriculum updated and used	July 2026	Emma Williams Naomi Sayah
To tackle prejudice and promote understanding in relation to people with disabilities	To educate the pupils and develop their knowledge and understanding of 'difference' (PSHE (PinK Curriculum) /SMSC/British Values/promotion of Spiritual Wheel) with a particular focus upon 'Open minded and understanding of others'	Curriculum updated and used	July 2026	Emma Williams Naomi Sayah