

Bledlow Ridge School Equality Objectives 2023 -2026

Agreed June 2023

Equality Statement

At Bledlow Ridge School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers receiving services from the school, irrespective of race, gender, disability, faith or religion 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 pupils will be monitored by race, gender and disability and we will 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 champions respect for all.

At Bledlow Ridge School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach, and visit here.

In order to further support pupils, raise standards, provide opportunities and ensure Bledlow Ridge School is an inclusive setting we have set the following objectives: -

Equality Objective	Steps to be taken and impact	Ongoing Review
<p>Objective 1 To monitor and promote the involvement of all groups of students in the extracurricular life of the school, including leadership opportunities, especially students on SEND register.</p> <p>100% of PP pupils attend an extracurricular club.</p> <p>70% of pupils on the SEN register attend an extracurricular club.</p> <p>70% of pupils on the SEN register have a responsibility in class or on the School Council.</p>	<p>Steps to be taken All children on SEN register and children with PP have opportunities to attend extra-curricular clubs and have a leadership responsibility within the school.</p> <p>Impact An inclusive culture is firmly established and prioritised. All Pupils, particularly those on SEN register, feel valued and empowered.</p>	<p>Reviewed June 2023</p> <ul style="list-style-type: none">• 100% of PP pupils are attending piano lessons - in school• 50% of PP pupils attend extra curricular activities funded by the school.• 100% of pupils attend school trips and engage with internal visitors. Staff ensure specific needs are met for pupils on the SEN register.• Year 4 swimming - 100% pupils, including 1 PP and 1 pupils with an EHCP attend swimming and are making good progress. <p>Reviewed June 2024 (as above) Additionally:</p> <ul style="list-style-type: none">• All PP pupils are part of a Pupil Leader Team

		<ul style="list-style-type: none"> ● Penathlon Games attended by 70% of SEN pupils <p>Continue to monitor responsibilities given to pupils on SEN register, PP pupils and those with protected characteristics within the classroom and on the School Council.</p>
<p>Objective 2 To raise educational standards and opportunities for those with protected characteristics</p> <p>By the end of the 2023/24 academic year, the percentage of pupils passing the PSC will increase from 68% (June 2022) to 85%</p> <p>By the end of the 2023/24 academic year, the percentage of pupils in KS1 and KS2 achieving at least the expected standard in reading will increase to 80%</p>	<p>Steps to be taken To raise standards in reading for lowest attaining 25% of pupils</p> <p>Careful tracking of attainment and progress for pupils with the “Protected Characteristics”.</p> <p>Identify the different opportunities the children have, monitor the list to ensure the children are receiving a rich educationally experience at Bledlow Ridge School.</p> <p>Where appropriate, work with outside agencies to achieve the best progress for our children.</p> <p>Staff training on creating opportunities in class for pupils with protected characteristics</p> <p>Impact Children identified as needing additional support in reading make progress that is in line with, or better than their peers.</p> <p>Lowest attaining readers can confidently access Guided Reading lessons</p> <p>Lowest attaining readers make accelerated progress in reading</p>	<p>Reviewed: June 2023 Termly Pupil Progress Meetings have taken place to ensure pupils are making at least expected progress and that reasonable adjustments are in place for these children if necessary. See PPM notes and internal data</p> <p>PIRA and PUMA tests introduced in September 2022 - enable SLT and class teachers to track pupils' progress.</p> <p>Class teachers work with the lowest attaining 25% of pupils in reading. Weekly reading Interventions to pre teach Guided Reading text, enabling targeted pupils to access the reading curriculum across the school.</p> <p>Experienced teachers are working with lowest attaining pupils in Year 1 and 2 to support teaching of reading (daily phonics and rapid catch up sessions)</p> <p>Reviewed June 2024 (as above) Additionally: TA working with lowest attaining 25% on HFW recognition and precision teaching</p> <p>Training for TAs to deliver precision teaching interventions</p> <p>Working with Dyslexic expert to support spelling programme across the school (CPD for staff)</p>

		<p>Lowest 25% of reading are making at least expected progress - 10% are making accelerated progress</p>
<p>Objective 3 Bledlow Ridge School is a welcoming and inclusive school with equality of opportunities for members of the Bledlow Ridge Team.</p> <p>100% of staff at Bledlow Ridge School communicate that they feel respected and that BRS actively promotes understanding and respect for diversity.</p> <p>100% of pupils agree that everyone is respected in school regardless of their protected characteristics.</p>	<p>Steps to be taken School Values are created by all stakeholders in September 2022</p> <p>Policies and procedures promote equality of opportunity</p> <p>All staff are aware of our responsibility with regards to the equality act</p> <p>Our school curriculum promotes tolerance of all groups - PSHE curriculum</p> <p>Teaching of British Values takes place in assemblies and each term in class through the RE and PSHE curriculum.</p> <p>To implement the new PSHCE curriculum across the school - One Decision - to be launched in September 2023</p> <p>Impact</p> <p>Culture of respect and everyone is welcome is prioritised and shared by all staff.</p> <p>The children celebrate diversity and are tolerant to other religions, cultures and groups of people within society.</p> <p>Bledlow Ridge School has a culture where everyone is welcome and diversity is celebrated.</p>	<p>Reviewed: June 2023 School Values underpin the curriculum at BRS. They are referred to regularly in lessons and in assemblies - evidence: pupils voice and assembly schedule.</p> <p>100% of pupils communicate that everyone in school is respected and treated equally - see pupil voice 100% of staff feel valued and respect - see staff voice</p> <p>Reviewed June 2024 (as above) Additionally: See November 2024 Ofsted parent and pupil voice - overwhelmingly positive</p> <p>Assemblies are structures to ensure School Values and Protected Characteristics are shared and discussed</p> <p>New PSHE Scheme (One Decision) is being used to ensure progression and coverage across the school</p>

Objective 4

By July 2024, 100% of our staff will feel confident in responding effectively to prejudice-related bullying, as shown in the annual staff survey

Steps to be taken

Staff at BRS are trained to respond effectively to prejudice-related bullying.

They can confidently use the school's internal reporting system (CURA) to log concerns - main message for all staff is that it can happen here

Impact

Concerns are logged accurately and actioned by SLT.

All staff feel empowered that they have a responsibility to keep pupils safe and that their concerns will be taken seriously and actioned

Reviewed: June 2023

Reviewed June 2024

September 2024 - Behaviour Policy was reviewed by all staff

Online Safety Policy reviewed in January 2023 - internal Staff training completed (teachers and TAs)

CURA training completed throughout the year - 1:1 and small groups. DSL/DDSL shared how to log concerns so all staff understand the process.

Impact of this is that there have been more concerns added to the system during Spring 2023. All concerns are actioned by DSL/DDSL.

See Safeguarding report for evidence

*The Equality Act covers the same groups that were protected by existing equality legislation – age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. These are called the “Protected Characteristics”.