



**HORWICH PARISH CE PRIMARY SCHOOL**

**EQUALITY PLAN 2022-2025**

*Matthew 5:16*

*"In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven."*

***Our vision is to be a school where everyone can achieve and "let their light shine" both individually and collectively as a community.***

***Learning to love each other as Jesus has loved us, respecting each other and growing into the people God has called us to be.***

<b><u>EQUALITY STRAND</u></b>	<b><u>OBJECTIVE</u></b>	<b><u>OUTCOME</u></b> <b><u>(to be reviewed annually and report the impact)</u></b>
<b>All</b>	Publish & promote the Equality plan for all stakeholders to be aware of & have the opportunity to contribute to	<b>IMPACT SO FAR:</b> added to a newsletter for parental feedback added to a staff meeting/phase meeting; added to governor committee meeting agenda e.g. PCP
<b>Race/Religion/Community Cohesion</b>	To have mutual respect for, those with different faiths and beliefs	<b>IMPACT SO FAR:</b> The school linking network has restarted with the year 5 pupils. The RE curriculum continues to develop children's understanding and respect for other faiths and beliefs. The school's PSHCE scheme support and understanding of some of these areas and books obtained support a greater understanding. Each half term 2 weeks are dedicated to the theme of diversity. Class libraries contain a variety of books a with diversity theme in mind. World Book Day (whole school book) was based on inspirational people from all walks of life. Open afternoons are now in place due to government changes in regards to COVID to share children's successes. Children Changing Places Project were supporting links with the church community. The PTA is reignited to develop links with the community. Year 6 attended a 'Red card to racism' at Bolton Wanderers football club last year. Children were more aware of related issues.
<b>Disability</b>	To provide an environment that values and includes all pupils, staff, parents and visitors regardless of their disability (physical etc)	<b>IMPACT SO FAR:</b> Plan shared with disabled member of staff for input. Adaptations have been made to timetables and resources for children and staff. A stair-lift provides access to upstairs in the main building and yellow lines supports visual impairment. Adaptations are made to support children in class e.g. visual overlays. External steps have yellow lines to support any visually impaired child or adult. Writing slopes, adapted keyboards, word banks and ear plugs for sensory issues for children where required. Children following programmes provided by SALT, OT and physios.
<b>Gender equality – staff</b>	To make Staff aware of gender related abuse, including domestic abuse and female genital mutilation so they recognise the signs of abuse and know how to respond	<b>IMPACT SO FAR:</b> Annual safeguarding training for all staff & Governors covers all aspects of gender equality including FGM & DV. Staff have been trained appropriately and 7-minute briefings are actioned in phase meetings. Policies are up to date.
<b>Gender equality – pupil`s</b>	To ensure the curriculum effectively provides	<b>IMPACT SO FAR:</b>

	opportunities for both genders to thrive academically	<p>Books have been bought which cover gender equality and used within the curriculum. Book are also part of class libraries. All children can access these.</p> <p>Activities aim to support and develop all children over the course of each academic year through our PSHE SOW 1Decision. (Relationships, Growing and Changing &amp; staying healthy sessions)</p> <p>Science topic celebrates different scientist in each topic male and female.</p> <p>'Careers Day/ week' to inspire children about gender equality and possible occupation for the future</p>
<b>Anti-Bullying &amp; discrimination</b>	To ensure staff and pupils are aware of what to do if they are being bullied or think someone else is being bullied	<p>The school's policies ensure that staff are aware of practices and procedures.</p> <p><b>IMPACT SO FAR:</b></p> <p>Posters around school ensure a consistent approach is adopted across school by staff.</p> <p>Anti-bullying / Friendship week held annually with clear messages of what bullying is and kind hands and words.</p> <p>Friendship cards given out to children to promote kindness and respect for each other.</p> <p>All children have a buddy in school to speak to about worries and behaviour.</p> <p>Staff have been offered a buddy member of staff.</p> <p>Children are taught through the PSHE SOW 1Decision how to deal with bullies. (Relationships and online safety sessions)</p> <p>The anti-bullying policy and behaviour policy are shared annually with school council for pupil voice to have an impact.</p> <p>Anti-bullying ambassadors in each class.</p> <p>Restorative practices being developed in the school as a means to develop positive behaviours.</p> <p>Safer internet day is completed each year to raise the profile of being safe. This area is also included in the ICT curriculum.</p> <p>Sexual harassment is covered in the PSHE SOW and a tab on our online CPOMS created to record, report and action any sexual harassment behaviour.</p>
<b>safeguarding</b>	Bolton Safeguarding Children Partnership procedures and Working Together 2018.	<p>All staff are fully trained and provided with the relevant documentation in regards to safeguarding.</p> <p>The induction process includes all staff being made fully aware of materials and procedures in relation to safeguarding and required documentation.</p> <p>7-minute briefings consolidate and encourage staff to reflect on issues addressed in previous training.</p>

Updated: March 2023