

Equality Information and the Equality Duty Equality Impact Assessment

Fairford Primary School publishes the following information to demonstrate compliance with the Public Sector Equality Duty under the Equality Act 2010.

Eliminate Discrimination and Harassment

- Recent SIAMS report (October 2016) acknowledged, “The school, through its distinctive Christian character, is outstanding at meeting the needs of all learners.”
- The following policies expressly acknowledge the importance of avoiding discrimination and other prohibited conduct: Religious Education, Sex and Relationships Education, SEND, Anti-Bullying, Behaviour and Exclusions, Safeguarding and Child Protection, Equality, Accessibility Plan.
- The School’s values programme and worship have raised children’s awareness of the importance of tolerance, friendship, forgiveness and kindness towards others.
- Staff knowledge and understanding of autism and cerebral palsy raised, thanks to presentation and question-and-answer session led by school advisors for autism and cerebral palsy.
- KS2 pupils designed and produced anti-bullying posters which were displayed around school.
- Whole school approach to diversity and equality – “No Outsiders in our School”.

Advance Equality

- Data from IDSR demonstrates that vulnerable groups, including SEND and EAL children, make good progress at Fairford C of E Primary School.
- A number of teaching assistants provide individual support to children with Education Health Care Plans (EHCP) to enable them to access a mainstream education.
- A new Accessibility Plan has been completed, including the creation of a disabled toilet specifically for children and improvements to all external entrances to provide disabled access throughout the school building.
- Increased hours for SEND team to meet the needs of SEND pupils and training on specific SEND issues (information subsequently disseminated to all staff).
- Additional SEND training for support staff.
- INSET day training for staff on the needs of Looked After Children and a nominated member of staff.
- Use of school funds to purchase additional visits by Educational Psychologists to assess individual pupil’s needs.

- Successful link with Behaviour Solutions play therapist.
- Additional resources provided for visually impaired pupils.
- All pupils have the opportunity to put across their point of view through the Communication Team and suggestions have been acted upon (e.g. changes to school lunchtimes).

Foster Good Relations

- RE curriculum includes the study of key religious groups within the UK.
- MFL curriculum and European Day of Languages explores French culture.
- Parenting course and family workshops aimed at all families to develop parental involvement in children's learning.
- Understanding of needs of others fostered by children's active support in school for a number of charitable causes, e.g. Foodbank, Save the Children, Autism Awareness, Macmillan Cancer Support, Childhood Cancer Trust, Diabetes Trust, Children in Need, Royal British Legion, Sport and Comic Relief.
- Whole school Faith Day each year.

Reviewed – November 2018