

Equality Scheme Annual Report 2015

To eliminate discrimination, harassment and victimisation.

A number of specific sessions and themed weeks continue to be delivered in order to eradicate completely all forms of discrimination, harassment and victimisation at Bridgewater. During 2014/15 these included 'Getting to know you' week, which always takes during the first week of a new school year in September, and 'Friendship Around the World' week. Different forms of discrimination and harassment are addressed and activities delivered to facilitate and encourage the children to work together and respect one another.

Comments made by the children in their yearly Pupil Questionnaire support the impact of the work undertaken. They love the themed weeks, visits and visitors coming in to school. They feel safe and well looked after.

A number of statements from the annual Parent Questionnaire also support the achievement of this objective:

Children are happy in school.

School is a safe place for children.

I feel calm knowing my child is safe.

Problems are dealt with appropriately.

Behaviour is good.

Any incidents which are raised are treated seriously, dealt with accordingly and recorded. Reference can be made to the Anti-bullying Policy.

To promote equality of access and opportunity within our school and within our wider community.

Each term we undertake pupil progress meetings and target reviews to enable the Class Teacher, Headteacher and Deputy to discuss each child's progress and achievement; addressing any issues, agreeing actions and ensuring each child has the support they require to achieve their full potential.

Various data sets provide us with clear indications of any need to narrow the gap for vulnerable groups. Our most recent data indicates that there is no specific group across the whole school which requires particular focus. Instead this differs between cohorts and therefore action is required on a class-by-class basis. We do, however, continue to have a growing EAL (English as an Additional Language) population. The percentage of this group of children currently stands at 34% (October 2015). We believe that with the appropriate, targeted support we have in place, all EAL children can make accelerated progress and achieve highly. In particular, children arriving in school with little or no English are supported to make rapid progress in English so that they can access the whole curriculum. We continue to also focus on the more able children as again we believe, with the right challenge, this group of children can perform at an even higher level. Our Key Stage 2 results for 2014/15 are evidence that this intervention is having an impact, with a record percentage of Level 5s in Writing and SPAG at 39%, and Reading at 23%.

Pupil Premium is used to ensure that all eligible pupils receive the additional support they require. Other pupils also receive this support alongside where needed. Pupil Premium spend includes the employment of specific job roles; intervention work; one-to-one tuition; before and after-school provision; continuous professional development; and additional resources.

To further ensure that all children have equal access to the curriculum and opportunity within Bridgewater and further afield, we undertake termly parents' afternoons to discuss each child's progress with their parent / carer and offer guidance and advice on how they can be supported at home. We also hold termly school support meetings to ensure we remove all barriers to learning.

A number of responses to some questions on the annual Parent Questionnaire support this statement:

Staff are helpful and supportive.

School is well led with lots of topics and activities on offer.

Parents feel they can approach and talk to staff who are polite and friendly.

Lessons were also praised.

Furthermore, we ensure that the physical environment is appropriate for all visitors to our site and not restrictive in any way. Access to the site during the extensive building work (both internal and external) was well managed to enable access for all users and visitors at all times. In accordance with legal requirements, an Accessibility Audit was undertaken in July 2015, following the completion of the building work. The feedback was very positive. The recommendations that have been made have either been addressed or passed to Local Authority and Sir Robert McAlpine (recent Building Contractor) for their interpretation and action. Reasonable action will be taken to address all recommendations, where feasible.

Sport Premium has continued to be used to promote equality of access and opportunity with regards to sport and physical education (PE). Staff capabilities and confidence have been developed, high quality PE lessons created and greater opportunities for sporting competitions and clubs for all our young people generated.

Please refer to our recently reviewed Inclusion Policy and Accessibility Plan.

To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

A visit by a delegation from China will take place in October 2015. During their stay they will visit Bridgewater and meet our wonderful children. Some chosen pupils and staff from Bridgewater will also accompany them on a tour of the north-east before finishing with a tea party here at Bridgewater. This will be a fun and educational week for the children as they learn more about China, its culture and traditions.

Throughout the school year we also have other themed assemblies and days around respecting people's backgrounds and beliefs. The local Vicar delivers assemblies on a regular basis to both our Key Stage 1 and 2 children. The children also attend Harvest, Christmas & Easter services at two different local churches. In the past we have also visited other places of worship and will continue to do this in the future. Furthermore, we have good links with and visits to Hadrian Special Needs School.

In addition, a number of policies and schemes exist to support this statement – Community Cohesion & Equality Scheme; Disability Equality Scheme; EAL Policy; Equal Opportunities Policy; Gender Equality Scheme; and Race Equality Policy. All governors & staff are aware of these and they are consistently fully implemented and reviewed when required. We are currently creating a single Equalities Policy which incorporates the separate policies and schemes listed above.