

Equality Scheme Annual Report 2016

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 and in the wider community. During 2015/16 these included 'Getting to know you' week, which always takes place during the first week of a new school year in September; 'Choose Kind' week (linked to the National Anti-Bullying Week); and World Kindness Day. Different forms of discrimination and harassment are addressed and activities delivered to facilitate and encourage the children to work together and respect one another.

In addition, the Year 6 children studied a book called, Wonder. The story is moving and uplifting while at the same time teaching them a valuable lesson of acceptance and tolerance. As a school we also raised money for action against polio, a project delivered by the local Rotary Club. An assembly took place for all children to raise awareness of those who suffer from polio. To encourage involvement in the project, each child was asked to name a teddy bear, with one lucky winner being selected.

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

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

Various data sets provide us with clear indications of any need to narrow the gap for vulnerable groups. Our most recent data indicates that for the first time since the introduction of pupil premium, there is a gap between the children who attract this funding and those who do not. This group, which makes up 55% of our roll, therefore requires particular focus during 2016/17. Pupil Premium is used to ensure that all eligible pupils receive the additional support they require. Information regarding our Pupil Premium income and spend for 2015/16, and the impact which it has had, and planned spend for 2016/17, can be found on our website under 'Our School'.

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. Furthermore, we have separate termly meetings for the parents/carers of our SEN children so that we can ensure that the most effective action plan is in place. We currently have over 24% of children with a special educational need.

We continue to have a growing EAL (English as an Additional Language) population. The percentage of this group of children currently stands at 43% (October 2016). This group has increased five-fold in 5 years. 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 employ an EAL Teacher to work with small groups of children, 3-days-a-week. From Autumn 2016 each EAL child's proficiency in English is assessed and recorded for the census.

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 continue to 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.

Furthermore, we ensure that the physical environment is appropriate for all visitors to our site and not restrictive in any way. As mentioned in the 2015/16 annual report, in accordance with legal requirements an Accessibility Audit was undertaken in July 2015. The feedback was very positive. However, we are still waiting for some of the recommendations to be addressed by Sir Robert McAlpine (Building Contractor).

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. Information regarding our Sport Premium income and spend for 2015/16, the impact which it has had, and how we will spend our Sport Premium grant for 2016/17 can be found on our website under 'Our School'.

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 took place in October 2015. During their stay they visited Bridgewater and met our wonderful children. Some chosen pupils and staff from Bridgewater accompanied them on a tour of the north-east before finishing with a tea party here at Bridgewater. It was a fun and educational week for the children as they learnt 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. We hold 'Respect Week' six-times-a-year where the children are recognised for the respect they show others. The children attend Harvest, Christmas & Easter services at the local church. In the past we have also visited other places of worship and will continue to do this in the future.

Furthermore, we are part of the Global Learning Programme (GLP). This means we are committed to equipping our pupils to succeed in a globalised world by helping our teachers to deliver effective teaching and learning about development and global issues at Key Stages 2. We aim to prepare pupils for modern life in Britain by promoting values such as empathy, fairness and respect, while at the same time expanding their global awareness.

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.