

LET YOUR LIGHT SHINE

Nurturing the Potential for a brighter future.

"You are the light of the world – like a town on a hill top that cannot be hidden" Matthew 5 v 16

Our priority is to ensure that everyone reaches their brightest potential, treating all people with dignity and respect, and recognising the value of each. We will ensure equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background.

This means an ongoing commitment to ensuring that our services meet the varied and individual needs of children and young people in our school as set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity.

Malvern Wells Equality Objectives (September 2022):

Objective	Actions	Success Criteria	Impact
To promote cultural development and understanding through a rich curriculum and range of experiences both in and beyond school	Plan a program of visits to include places of worship. Visitors to share different faiths and cultures. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries. Use events such as Olympics, World Cups to explore other cultures. Plan diverse exposure to authors, artists, musicians to raise profile of diversity	Curriculum is mapped for diversity including reading for pleasure Children experience and visit temple, mosque and a church during their time at Malvern Wells CW exemplifies and demonstrates intentional and planned for diversity. World events are used to	
To ensure all staff and Governors involved in recruitment and selection have up-to-date training on equal opportunities and non-discrimination.	Provide training for all staff and Governors involved in recruitment and selection on equal opportunities and non-discrimination. - All staff and Governors in the recruitment process can explain how equal opportunities is embedded in their practice during the selection process	Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.	
To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils, including those in receipt of pupil premium	Rigorously monitor pupils' and groups of pupils' progress and attainment and draw lines of enquiry for investigation at Pupil Progress Meetings - Include the progress and attainment of PePP pupils in Performance Management - Rigorously monitor the attendance of PePP pupils and	The gap in attainment has closed between PePP pupils and Non-PePP pupils in Reading, Writing and Maths. 100% of pupils make progress in learning from their starting point	

	<p>put in place measures to improve attendance or remove barriers to learning. - Ensure that PePP pupils not yet working at age-related expectation access additional support and intervention and rigorously monitor the impact of this intervention</p>		
<p>By July 2023, all our staff will feel confident in responding effectively to prejudice related inequality, as shown in the annual staff survey</p>	<p>Regular staff CPD and safeguarding training Development of equality training activities Behaviour monitoring system in place to monitor all behaviours</p>	<p>100% of prejudice-related incidents will be dealt with, with confidence and in line with behaviour and relationships policy.</p>	