

Our Objectives:

“Encourage community cohesion through a growing understanding of differences and similarities, in a climate where respect is promoted and discrimination is not tolerated”

“Promote strong relationships, especially with 'hard to reach' families, and seek to understand the barriers to good achievement, behaviour and attendance”

“To undertake an analysis of recruitment data and trends with regard to race, gender and disability, and report on this to the Finance and Personnel Committee of the governing body.”

How we will achieve our Objectives

Rights Respecting Schools Award

To achieve RRS award ->

- **Everyone** learns to use the **language** of rights, respect and responsibility.
- Adults and young people model rights-respecting **behaviour** and language.
- Each class has a RRS charter based on the CRC (Convention on the Rights of the Child). They respect the charter because they have a sense of ownership.
- Pupils learn the difference between **wants** and **needs** (needs = **Rights**), and that we all have a **responsibility**.

Benefits for Children

- Improved self-esteem and feelings of being valued and listened to
- Increased levels of respect for each other, leading to improved relationships with other pupils and with staff
- A sense of security as rights-respecting language and behaviour is used consistently throughout the school
- Improved attainment and attendance, and a reduction in exclusions
- An understanding and respect of religions, cultures, beliefs and abilities different to their own

Benefits for Adults

- Strengthened collaborative working
- Increased consultative approach with other adults and pupils
- A sense of ownership in developing an approach that meets the needs and aspirations of the school as a whole
- A sense that the whole school is working towards a common goal, leading to feelings of empowerment
- A platform is developed for parental engagement and discussion

Achievement for All

A scheme based on the premise that *every child* can thrive socially and emotionally, and succeed academically regardless of background, challenge or need and that all vulnerable and disadvantaged children and young people can develop their skills, interests and capabilities to achieve. It aims to raise educational aspirations, access and achievement.

Studies on the impact of Achievement for All suggests:

- Targeted children progress faster on average than all pupils nationally across English and Maths in all age groups.
- A drop in persistent absenteeism across pilot schools.
- Significant reductions in bullying and behavioural problems reported by teachers.
- A positive effect on the relationship between the school and parents/ carers.

How will our Equality Objectives be Monitored

- School Governors will monitor that the school is pursuing its Equality Objectives during the course of their termly monitoring visits.