



Forefield Junior School - Annual Equality Report 2019

This report is to describe the work that has been undertaken in our school to promote equality and tackle discrimination over the previous academic year (2018-19)

At Forefield we aim to:

- * Tackle discrimination, harassment & victimisation against people from different protected characteristics
- * Promote equality of opportunity and outcomes for people of different protected characteristics
- * Foster good relations between people of all groups

TEACHING, LEARNING & CURRICULUM

Our pupils have access to a wide range of opportunities, which this year included:

- Our Mission statement continues to celebrate individuality and uniqueness
- We promote the inclusion of all pupils – making adaptations where appropriate
- Visits to places of worship within our locality – churches and a synagogue
- Sikhism workshop during Arts Week
- Performing for the community at Christmas – a special performance for residents of local care homes
- Themed days in every year group to create greater awareness of the wider world.
- Regular assemblies led by The Assembly Team from Another Place, Rev David (Methodist Church), Rev Kath (C of E).
- Macmillan Coffee Morning, Michael's Day, Readathon and other national charity days (eg Children In Need, Comic Relief, Downs Syndrome Awareness) promoted and donations made
- Raising money for The British Legion through the sale of poppies
- Raising money for Jospice through the sale of Christmas/ Spring teddies
- Ensuring full access to the Y6 Residential Visit to Ambleside – adapting the programme and adding additional instructors
- Exploring French and Spanish (as we transition to a new language) culture and society during MFL lessons
- An active School Council – planting trees in the local park and representing their class
- 'Big Democracy' sessions to harness pupil voice – including updating our Friendship Policy
- The creation of House Teams and appointment of House Captains – with diverse role models and links to local, national and international charities
- The PSHE curriculum explores equality issues at age appropriate levels
- Changes and additions to school displays to incorporate diversity
- Careers Carousel for Year 6 reflecting a range of career choices for all pupils
- Visiting theatre companies to promote a variety of positive messages throughout the school
- Road Safety and Bikeability schemes accessed
- Arts Week featured music/dance/art from around the world and suitable workshops provided authentic experiences for pupils
- Enhanced transition for Y2-3 and Y6-7 is provided to support individuals/groups of pupils in addition to the regular transition activities

ADAPTATIONS TO SCHOOL ENVIRONMENT

- All pathways are maintained and overhanging branches removed to ensure entrances are accessible
- The new building conforms to the latest guidelines – it is fully accessible and all signage is appropriate
- Additional signage to staff carpark and all entrances
- Carpeting additional classrooms has reduced noise levels and had a positive impact on pupils with sensory needs

ACCESS TO INFORMATION

- Our regularly updated website ensures parents & visitors can access all relevant information
- Support for partially sighted pupils was provided and additional resources utilised
- Text message service and online Parents' Evening schedule and payments for lunch/trips introduced
- Wristband system for lunches ensures all pupils (including FSM) access canteen in the same way
- There are plans to introduce a school twitter account for more immediate information sharing

OUTCOMES FOR PUPILS

- The vast majority of our pupils are White British (93%) and around 4% are of Asian heritage.
- Only 4 pupils had English as an additional language in Y6
- EAL and ethnic pupils perform well at Forefield (eg Reading Progress Score = +4.5) – but results are negligible due to low percentages
- The percentage of Disadvantaged students achieving the expected standard in Reading, Writing & Maths is 15.5% more than the national disadvantaged average
- 16.7% of Disadvantaged and 50% of EAL children achieved the higher standard in all core subjects
- 83% of Disadvantaged and 100% of EAL pupils achieved the expected standard in reading
- 89% of Disadvantaged and 100% of EAL pupils achieved the expected standard in writing
- 72% of Disadvantaged and 100% of EAL pupils achieved the expected standard in mathematics
- 94% of Disadvantaged and 100% of EAL pupils achieved the expected standard in EGPS (also known as SPaG)

OUR EQUALITY OBJECTIVES

Based on staff discussions and the priorities of our School Improvement Plan:

We will promote inclusive and positive images of a diverse community, British Values, and examples that demonstrate “due regard” to the duty to promote good community relations;

We will increase the extent to which all pupils, regardless of ability, can participate in the curriculum,

We will continue to challenge gender, racial, religious, disablist, ageist and homophobic stereotypes and promote tolerance and respect in-line with our school Mission Statement.