



Picknalls Equality and Inclusion Policy 2024-25

Tackling inequality is a major priority for Picknalls First School. We want to ensure that our young people:

- stay healthy and safe
- secure an excellent education and reach the highest possible standards of achievement
- enjoy their childhood
- make a positive contribution to society and the economy
- have lives full of opportunity and free from the effects of poverty.

This policy was approved as follows:

Approver:	PFS Governors	Date:	Spring 2024
Owner:	Picknalls 1 st School	Version:	1
LAC adoption date:	N/A	Review frequency:	1 years
Status:	Active	Next review date:	Spring 2025

This policy applies to all School Academy staff, pupils and parents.

Document History

Version	Version Date	Author	Summary of Changes
V2	20.12.2024	A Derry	Policy reformatted using new template and Trust name change updated. No material changes to policy content; Governance review not required.

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PURPOSE

Tackling inequality is a major priority for Picknalls First School. We want to ensure that our young people:

- stay healthy and safe
- secure an excellent education and reach the highest possible standards of achievement
- enjoy their childhood
- make a positive contribution to society and the economy
- have lives full of opportunity and free from the effects of poverty.

To achieve this, we must focus extra attention and support on those children, young people and families struggling against disadvantage and discrimination. We are proud of the progress we have already made in tackling inequality, both as a provider of education and as an employer. We are, however, always aware of the need to do more.

We are committed to ensure the delivery of services tailored and personalised to meet the needs of all children, young people and families. That means building on our excellent work in actively engaging and involving people, listening and responding to their views and needs, and adapting our policies in this light. Our commitment to listen and respond also means sharpening the way we make and implement policy.

We need to be confident that, through the actions we set out in this Inclusion and Equality Policy, we will be taking positive steps to promote equality and eradicate discrimination for all. Every child should have the chance to make the most of their talents and fulfil their potential but not every child gets the same opportunities and not every family is able to take up those that are available. Some of our families struggle more than others against disadvantage and discrimination. Some children are at greater risk than others of harm and, or ill health. Some children, young people and families are victims of discrimination which deprives them of dignity and opportunity whilst demeaning and undermining the strength of our society.

This Inclusion and Equality Policy, shows how our policies and programmes seek to tackle discrimination and ensure that we support children, young people and families needing extra assistance to overcome disadvantage.

In the policy we set out our equality priorities for 2024-2025.

MONITORING IMPACT

We know that looking at all our policies while they are being developed, and asking hard questions about how they will make life better for vulnerable pupils is the right thing to do. We also know that doing that properly takes time and can be difficult.

The monitoring of progress against our priorities and action to tackle inequality will be undertaken by the Headteacher, Local Governing Body and the Senior Leadership Team.

Our equality priorities for 2024-2025 are set out below.

The Headteacher, Local Governing Body and Senior Leadership Teams are responsible for leading activity in Picknalls First School to improve outcomes for children and young people.

Our Strategic Intentions drive all aspects of our vision for Picknalls First School and include a focus on equality and diversity.

Our priority has to be about securing the wellbeing of children and young people, and safeguarding the young and vulnerable.

To achieve these aims, we will focus on:

- improving further the quality of our service for our Vulnerable children and their families
enhancing inclusion in sport and PE in particular

1. To close the gap in educational achievement for children from disadvantaged backgrounds - we will focus on:
 - 🔄 closing further the gap between the attainment of pupils from disadvantaged backgrounds
 - 🔄 removing barriers and providing better support for pupils with disabilities
 - 🔄 ensuring equal access to all aspects of school life
 - 🔄 raising the attainment of all pupils and closing gaps between those who are currently at risk of falling behind and their peers, including:
 - pupils with Special Educational Needs (SEND) and other learners, by improving further the implementation of the SEND framework and the quality of SEND support at Picknalls First School
 - children and young people in care and other learners, by contributing to placement stability and providing more personalised support for their education.
2. To keep children and young people on the path to success - we will focus on:
 - 🔄 reducing rates of fixed and permanent exclusion
 - 🔄 ensuring equal access for disabled young people and for young women and men from minority ethnic communities to positive activities
 - 🔄 addressing youth crime issues through the taught curriculum, as part of our community cohesion and British Values work
3. To lead and manage the system - we will focus on getting our approaches right internally and working with our partners to increase collaboration with our stakeholders.

This means we will:

- support the development of diversity within the workforce working with children, young people and families
- discuss, monitor, and act on, equalities in:
 - our staffing and performance management structures
- develop understanding, capacity and compliance, on promoting equalities and assessing the impact
- ensure our evidence collection and analysis responds to equalities priorities be an exemplar
 - in:
 - our role as an employer
 - the way our external communications and our web sites promote access, challenge stereotypes and represent equalities
 - the use of procurement policy to promote equalities

Delivering them will make a vital difference for some of our young people and families.