

Central Walker Church of England Primary School Published Equalities Objectives 2023-2027 (Oct 2023)

To live our mantra of **knowing our children and families, community and each other well**, we will foster a **sense of belonging** within and across our organisation, enabling our young people, staff and volunteers to **thrive**. By becoming a **trust of sanctuary**, we will create a **welcoming and safe environment** for all.

Objective 1: Specific Characteristic - Disability Vulnerable Learners

The school will promote resilience, positive approaches to mental health and early diagnosis and prompt interventions for any pupils whose health may be a barrier to full attendance or to achieving the education they need to be ready for the next stage in their learning.

Area of focus

'Vulnerable learners' may be characterised by some or all of the following: Poor attendance, low engagement when in school, challenging behaviour, low self esteem, high levels of mobility between school placements, undiagnosed SEMH needs (pupils with severe difficulties in managing their emotions and behaviour.

They often show inappropriate responses and feelings to situations), Adverse Childhood Experiences (ACEs) and other aspects of neurodiversity (ASD, sensory, dyslexia, for example). The complex combination of these vulnerabilities means that school has a great deal of additional work to do with many of our pupils in order for them to access the high quality teaching, cultural learning opportunities and opportunities for personal development that we have to offer them.

Work has been ongoing across the Trust, to develop innovative, robust solutions and mechanisms to help professionals see at-a-glance the 'windscreen' of interventions, partners, resources and support that is available to work through and support many of the issues that are barriers to learning and emotional resilience.

There is a great deal of work being done to address communication in Newcastle schools, and this will be a key aspect of how we address this aspect of equality. Being selected to participate in the Lively project is an exciting development for our school in terms of tackling speech and language deficit in the early Years

Measurable

Enabling children to overcome the disadvantages proven to be associated with ACES (Adverse Experiences in Childhood) -

Boxall Profiling

Speech and Language Provision. (Newcastle University evaluation projects)

Prompt applications for EHCPs to facilitate prompt access to services and interventions
Mobilising resources for vulnerable children
A growing picture of resources and a graduated response to SEND via the windscreen approach being pioneered and developed in the Trust

Objective 2: Specific Characteristics - sex, race, religion and belief, disadvantage. Internationalism and global learning

Area of focus

An important objective for us is to extend the learning, perspectives and horizons of our pupils and our relationship with the Church of England in developing the children's awareness of global human rights, citizenship and advocacy.

Over the 4-year cycle of this objective, we will work to achieve the Christian Aid Global Neighbours accreditation. To achieve accreditation, our school will demonstrate how we are fulfilling criteria relating to:

- learning
- spirituality and worship
- pupil participation in active global citizenship
- community engagement
- school leadership

The Church of England Education Office calls this approach 'courageous advocacy'. The work will sit very comfortably with our existing work on human rights, and the links we have to the Unicef Newcastle Child Friendly City Programme.

Measurable

A culture of tolerance and mutual respect will be tangible in school. We hope to achieve bronze, silver and gold accreditation through the Global Neighbours accreditation and will use the annual calendar or events and suggested resources in the handbook to make this meaningful in our school's context.