**Equality Objectives and Compliance**

The purpose and direction of the school’s plan: vision and values. At Ryders Green Primary School, we are committed to providing an accessible environment which values and includes all pupils, parents and visitors regardless of the education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to develop cultural awareness, respect and inclusion.

Ryders Green Primary School plans, over time, to ensure accessibility of provision for all pupils, staff and visitors to the school. This Equality Objectives/Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable. We are committed to working together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for life-long learning. We feel that children should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment. We aim to ensure that all pupils, including those with a disability make at least good progress from their starting points and achieve basic skills needed in society.

Information from pupil data and school audit School characteristics (Based on 2023 census figures)

|  |  |
| --- | --- |
| **Category** | **Characteristics % of whole school population** |
| Eligible for Free school meals at any time over the past six years | **23.59%** |
| School Deprivation Index |  |
| Special Educational Needs (All) | **12.77%** |
| Special Educational Needs (EHCP) | **1.73%** |
| **Ethnicity** |  |
| White British | **11.26%** |
| White Other | **15.15%** |
| Dual Heritage |  |
| Indian | **17.97%** |
| Pakistani | **11.04%** |
| Bangladeshi | **15.37%** |
| Asian Other | **9.31%** |
| Black African/Caribbean | **7.79%** |
| Other | **4.55%** |
| Mixed Background | **7.36%** |
| Information Not Yet Obtained | **0.22%** |

**Ryders Green Primary Schools Objectives**

*These are linked to the current School Development Plan which has been ratified by Governors.*

In addition to priority 1, which is in accordance with the Equality Act, the School also aims to improve the experiences of all stakeholders through; Aim of the Objectives – to improve the school experience of all learners attending Ryders Green Primary School

**Eliminate unlawful discrimination**

* All children regardless of academic ability, physical disability or financial constraints will have opportunity to attend a school visit.
* All children, from identified year groups, to access swimming instruction regardless of academic ability or physical dis ability.
* All children have equal access to participate in extra – curricula activities.

**Advance equality of opportunity**

* Ensure national standards are exceeded for all groups
* Planning and work is challenging – with the highest ability levels being stretched.
* Pupil progress / focus meetings will identify individual needs of learners and appropriate interventions will be implemented.

**Foster good relations**

* Develop parental engagement across the school for all learners
* Encourage links with different faith communities through Sandwell RE Agreed Syllabus
* Develop links with other schools for, academic moderation, shared resources and sports fixtures.

**Admission for children with disabilities**

The local authority manages the school’s admissions, see LA policy. The school does not discriminate against any child, who has a disability but actively seeks to work with all professionals to ensure reason able adjustments can be made to ensure a smooth transition to our school. “All children have equal access to the resources and opportunities available in school”

**3 Year Action Plan 2020-2023**

|  |  |  |  |
| --- | --- | --- | --- |
| ***Develop outside learning/play areas for all children*** | | | |
|  |  |  |  |
| Develop the Nursery area | Work with the Children’s Centre for successful completion of the project.  Appoint contractor for the project. | £25 000 | Resources Committee, STEM and Nursery Leaders |
| Develop the KS1 garden into Reception continuous provision | Ask staff and pupils for their suggestions.  Appoint contractor to complete project. | £20 000 | Resources Committee, STEM and Lower School Leaders |
| Develop the KS2 playground by updating the stage area | Ask pupils for their suggestions. Appoint contractor to complete project. | £10 000 | School Council  Resources Committee |