



**In addition to teaching about the protected characteristics through our curriculum, they are actively promoted through:**

### **Our vision and ethos**

Our vision is based on 1 Corinthians 12:12, 'For as the body is one and has many members, but all the members of that one body, being many, are one body, so also is Christ.' This speaks of the value of each person in our school community.

### **Our core values**

- We are caring and we are kind.
- We are always ready to learn.
- We are determined and we are resilient.
- We embrace difference and diversity.
- We have a voice and we listen to others.
- We encourage and we cooperate.
- We contribute positively to our community.
- We are environmentally responsible.

There is conscious role-modelling of these values by all adults within our school.

### **Our Behaviour Policy**

We have a zero-tolerance approach to sexual harassment and sexual violence. Racist, sexist, homophobic and discriminatory behaviour are all considered serious misbehaviour, are thoroughly investigated and an appropriate sanction and support given. A Therapeutic Thinking approach is used to support children in understanding the impact of their behaviour and how to make good choices.

### **Assemblies and Collective Worship**

Whole school assemblies often link to one of the protected characteristics and often incorporate high quality texts and stories which promote and celebrate inclusion. We welcome opportunities for guest speakers and members of the clergy team from St Paul's to participate in our assemblies.

### **Inclusion and SEND Provision**

We ensure appropriate adaptations are made for all SEND pupils to ensure good progress and their needs are well met.

### **Teaching of British Values**

We promote these values in everything we do - during assemblies, RE, PSHE, and through many other aspects of the curriculum and daily life in school. These values are integral to our vision and ethos. Pupil Voice is an integral part of the work of the school and we have an active team of pupil elected House Captains and a School Council. More information as to how Democracy, Individual Liberty, Rule of Law, Mutual Respect and Tolerance of those with Different Faiths and Beliefs are woven through school life, can be found [here](#) .

### **Sporting Competitions**

At the start of the year, PE coordinator surveys characteristics of the school to ensure that the extra-curricular activities are suitably diverse - badminton; taekwondo; athletics; football; rugby, cricket, running; netball and

multiskills. Children are able to participate in competitions both within school and outside of school in a range of leagues and competitions, including Inclusion Festivals and Pan-athlon.

### **Enrichment Opportunities**

Educational trips and experiences enrich the curriculum for all pupil and include museums, places of worship, geography and history fieldwork and in the final year here, a residential trip to an outdoor and adventurous pursuits centre. As well as off-site visits, we organise a range of special workshops reflecting the diverse nature of our school community - African Drumming, Indian Dance Workshops, Chinese New Year Dragon Dancing, Bassistry Arts etc. Extra-curricular clubs include: French; Spanish, Chess, Fencing, Lego, Coding and Drama.

All of our pupils have the opportunity to participate in hands on outdoor learning in our Forest School each term. These sessions are led by a highly trained, qualified Forest School Practitioner.

### **Developing links with the community**

We support the work of the local foodbank, making it a focus for our Harvest donations and hold at least one charity fundraising day each term. So far this year, we have supported the work of the British Legion, Crisis and Place2Be. We also support the wider community, raising funds for relief aid for causes such as the recent earthquakes and flooding in Turkey and Syria.

We have links with WestOak Care Home and participate in area school events such as WASMA Concert, WBC Dressing the Christmas Tree Competition, District Sports and the Mini Mayor Competition.

### **Developing a love for reading**

By providing a diverse and wide range of good quality texts, we strive to engender a love of reading in every child. Through reading and discussion of stories and books, we encourage respect and deepen our understanding of diversity and inclusion.

### **Other**

Safer Recruitment, retention and staff development

Positive, active engagement and communication with parents. We collect and analyse data to assess the impact of our Single Equality Policy. The main areas we assess are:

- Admissions
- Attendance
- Exclusions
- Outcomes
- Racial incidents
- Bullying incidents
- Homophobic incidents
- Any other prejudice related incidents