

St Andrew the Apostle Greek Orthodox School

Equality information and objectives (January 2015)

Introduction

St Andrew the Apostle Greek Orthodox School seeks to foster a supportive, welcoming and respectful culture, based on our Christian values, which allows us all to question and challenge discrimination and inequality, resolve conflicts peacefully, promote equality and work and learn in a safe environment.

To find out more about our school approach to equality please read our Equality Policy.

Equality Information and objectives

1 Contextual information

Our school opened in September 2013. We have 163 students in our tutor groups of up to 25 students. There are 45 boys and 37 girls in year 7 and 40 boys and 42 girls in year 8. year. The largest group of students is those of Greek or Greek Cypriot background with the rest representing a range of other ethnic groups including white British, Iranian, Turkish, Asian and Afro-Caribbean. 11 year 7 students and 13 year 8 students speak English as an additional language. The proportion of students known to be eligible for free school meals is 20/163 which is below average. We have one student who is hearing impaired and a small number of students who have special educational needs and are supported by school action plus. There are no students with Statements of Special Needs. We are also aware that there may be children in our school community who question their gender identity and may express their gender identity in a way that does not conform to stereotypical norms or the sex they were born as. We are also aware that children in our school may grow up to be lesbian, gay or bisexual. We also know that our staff and parents and carers are represented across all of the protected groups.

2 Fostering good relations information

In our school we take pride in the range of work we do to foster good relations and in fact all parents who filled in an Ofsted style parents survey at the end of year 1 said their children felt safe in school and all agreed that their children were well looked after at school. Only one parent felt we did not deal well with bullying.

You can read more about our approach to fostering good relations in the following policies; Curriculum, Equality and Safeguarding

We aim to foster good relations by:

- Providing annual staff training on at least one aspect of equality and diversity. Our last INSET day included a session provided by a member of the Hearing Team to

enable staff to understand the needs of our hearing impaired student. Our next INSET day will include staff training on dealing with Epilepsy.

- Ensuring the whole school environment and curriculum reflects the diverse community within which we live. We aim for all students / students in our school to see themselves reflected in the stories we read, the assemblies we hold and in our displays and curriculum.
- Giving clear messages about expectations as part of British society and as part of our school values
- Constantly reviewing and developing the PSHCE Education curriculum so that it provides opportunities to explore values and attitudes, understand similarities and differences and builds understanding of different groups and our own identities. We visit speakers and groups to enrich student experience such as the recent project on Hate Crime we participated in with Box Clever theatre group.
- The charity work that is led by staff and students also helps to foster good relations. We work with Noah's Ark Children's Hospice, Thalassaemia UK and OneCauseUK and they deliver assemblies and we organise events to support their work.

Fostering good relations objective(s)

- Review the PSHCE and wider curriculum to ensure gender stereotypes are being challenged and the school is a safe space for students to express their gender identity and how they wish to be viewed
- Provide further staff training on gender and transgender issues and equality

3 Eliminating discrimination information

We work in partnership with parents and carers, students and the whole school community to prevent all forms of bullying and prejudiced based behaviour and you can read more about our approach to bullying and eliminating discrimination in our Anti-Bullying Policy, Equality Policy and Sex and Relationship Education Policy.

Any bullying and prejudiced based incidents are recorded. These records are used to inform the assembly programme and the PSHCE education curriculum and to support and track individual students / students. Incidents are discussed during pastoral meetings and reported termly to governors' meetings. Our surveys show that only one parent felt we did not deal well with any bullying issues.

Our understanding of how discrimination could affect groups of our students / students is further informed by national research such as that from [Stonewall](#) (homophobic bullying) and research compiled by the [Anti-Bullying Alliance](#) .

The results from the Parent Surveys provide evidence that the vast majority of students feel safe at school. The reported rate of bullying is extremely low. Students are encouraged to report any concerns in the early stages. They have undertaken this seriously and let us know of any concerns they have about themselves or other individuals. Y8 actively monitor year 7 students. All year 8 were involved in the Induction Day for incoming year 6 students in the summer term.

In the school year 2013-2014 there were very few incidents of bullying of any kind. Any reported incidents are dealt with in a personal manner so that students are able to talk through incidents and are involved in deciding what action should be taken.

We actively encourage parents and carers to report bullying and prejudiced based incidents to us and this has happened. We are pleased to say that we have received no complaints from parents and carers about how we are dealing with bullying and discrimination in our school.

Eliminating discrimination objective(s)

- To maintain very low numbers of bullying incidents by reviewing the PSHCE education curriculum to include lessons on racial and sexual orientation equality
- To review the anti-bullying policy in consultation with the whole school community and in particular protected groups of students to increase numbers of parents reporting that our school is good at dealing with bullying.

4 Advance equality of opportunity information

We monitor individual student progress every half term and also monitor progress of key learner groups and compare their progress with the rest of the school population. These reports are presented to the Governing Body. Most members of these groups are performing in line or above the rest of the school population. Where there is underachievement we have put in place intervention/booster classes after school, at lunchtime or before school. The aim of these groups is to enable students to reduce the gap with the rest of the school population.

The SEND Policy, SEN Information Report, Pupil Premium report and More Able students Policy can be found on our website.

Advance equality of opportunity objective(s)

- To put in place careful and precise planning with RET SEN adviser and families to ensure that any students joining us next year with statements are catered for and make progress in line with other students
- To continue regular liaison with Hearing TeamTeacher
- To ensure regular meetings with School Nurse take place to provide for students with EHC plans.

In addition to our Accessibility Plan we have the following actions in place to support disability equality access:

	Actions (focused on outcomes rather than processes)
i. Improvements in access to the curriculum	<p>Any students who require help with access to attend lessons are provided with specific plan and support e.g. one student who has epilepsy and also displaced his knee cap last year.</p> <p>Specialist training provided for staff to ensure a student with hearing impairment was not at a disadvantage.</p>
ii. Physical improvements to increase access to education and associated services	<p>Lift is maintained and serviced regularly. A wheel chair is available for short term needs.</p>
iii. Improvements in the provision of information in a range of formats for disabled students	<p>Students who need information or work sheets in a different format will be provide with these. Hearing impaired student has position of seat agreed and regular meetings with Hearing team teacher to ensure we can meet her needs and adapt as necessary.</p>