



Roehampton Church Forest School

Equality Information and Objectives Statement

'How good and pleasant it is when God's people live together in unity'. Psalm 133:1

1. Introduction

Roehampton Church Forest School (RCFS) is committed to promoting equality, diversity and inclusion in all aspects of school life. Our Christian vision, *"Nurturing Individuality, Growing Together, Embracing Community,"* rooted in Psalm 133:1, underpins our commitment to ensuring that every pupil and adult is valued, respected and enabled to flourish.

We recognise and celebrate the diversity of our school community and actively work to remove barriers to participation, achievement and wellbeing. Equality is central to our mission as a Church of England school and reflects our belief in the dignity and worth of every individual.

This statement meets the requirements of the Public Sector Equality Duty (PSED) under the Equality Act 2010.

2. Our Equality Commitment

In line with the Equality Act 2010, RCFS aims to:

- ✚ Eliminate unlawful discrimination, harassment and victimisation.
- ✚ Advance equality of opportunity between people who share a protected characteristic and those who do not.
- ✚ Foster good relations between different groups within our community.

Protected characteristics include:

- ✚ Age
- ✚ Disability
- ✚ Gender reassignment
- ✚ Marriage and civil partnership
- ✚ Pregnancy and maternity
- ✚ Race
- ✚ Religion or belief
- ✚ Sex
- ✚ Sexual orientation

3. School Context

RCFS serves a diverse and vibrant community. Key characteristics include:

- ✚ High levels of disadvantage and deprivation within the local area.
- ✚ A significant proportion of pupils eligible for Free School Meals.
- ✚ A high percentage of pupils with Special Educational Needs and Disabilities (SEND).
- ✚ A large number of pupils with English as an Additional Language (EAL).
- ✚ A multi-faith and multicultural school population.

Our inclusive ethos ensures that diversity is recognised as a strength that enriches learning and relationships.

4. Equality Information

The school gathers and analyses information to ensure fairness and equality across all areas of provision. This includes monitoring:

Pupil Achievement

- ✚ Progress and attainment across different groups including disadvantaged pupils, SEND pupils and EAL learners.
- ✚ Closing attainment gaps through targeted support and adaptive teaching.

Participation and Engagement

- ✚ Attendance and persistent absence across groups.
- ✚ Participation in leadership roles, enrichment activities and wider opportunities.

Behaviour and Wellbeing

- ✚ Behaviour incidents, exclusions and safeguarding data.
- ✚ Pupil voice, wellbeing surveys and pastoral monitoring.

Staffing and Professional Development

- ✚ Fair recruitment practices.
- ✚ Equal access to training and career development opportunities.
- ✚ Staff wellbeing and inclusion.

Analysis of this information informs school improvement planning and ensures equitable outcomes.

5. How We Promote Equality

RCFS promotes equality through:

- ✚ An inclusive curriculum reflecting diverse cultures, faiths and worldviews.
- ✚ High expectations for all pupils regardless of background or need.
- ✚ Adaptive teaching and targeted interventions.
- ✚ Strong safeguarding and pastoral systems.
- ✚ Collective worship and Religious Education that promote respect, understanding and shared values.
- ✚ Positive behaviour approaches rooted in restoration and reconciliation.
- ✚ Close partnership with families, church and external agencies.

6. Equality Objectives (2025–2028)

The following objectives have been identified through analysis of school data and community context.

Objective 1: Improve Attendance and Engagement

Aim: Reduce persistent absence, particularly among disadvantaged and SEND pupils.

Success Indicators:

- ✚ Measurable reduction in persistent absence year-on-year.
- ✚ Improved engagement and punctuality.
- ✚ Increased parental engagement with attendance support.

Objective 2: Narrow Achievement Gaps

Aim: Ensure disadvantaged pupils and pupils with SEND make strong academic progress across the curriculum.

Success Indicators:

- ✚ Improved progress measures across core subjects.
- ✚ Increased proportion of pupils meeting age-related expectations.
- ✚ Evidence of effective adaptive teaching in classrooms.

Objective 3: Strengthen Inclusive Practice and Wellbeing

Aim: Enhance mental health, belonging and inclusion for pupils and adults.

Success Indicators:

- ✚ Positive wellbeing survey outcomes.
- ✚ Sustained low exclusion rates.
- ✚ Increased pupil voice participation and leadership opportunities.

Objective 4: Promote Diversity, Respect and Understanding

Aim: Deepen pupils' understanding of equality, justice and respect for difference.

Success Indicators:

- ✚ Curriculum evidence reflecting diverse cultures and perspectives.
- ✚ Pupils demonstrating respectful dialogue and empathy.
- ✚ Increased opportunities for social action and community engagement.

7. Monitoring and Review

The Governing Body and senior leaders will:

- ✚ Review equality information annually.
- ✚ Monitor progress against objectives through school improvement processes.
- ✚ Publish updated objectives at least every four years.
- ✚ Ensure equality considerations inform all policy and decision-making.

8. Accessibility

This statement is published on the school website and is available in alternative formats upon request.

Approved by: Governing Body

Date: _____

Next Review: _____

Roehampton Church Forest School is committed to ensuring that every member of our community is welcomed, respected and enabled to flourish.