

## **Report on Equality Objectives 2022-2023**

### **Equality Objectives**

#### **1. To promote cultural understanding through a rich range of experiences**

*The issue of developing a deeper awareness of diversity remains a challenge in our largely mono-cultural school. The links with other cultures we have are exploited fully and enrich many aspects of school life including PE lessons, assemblies, class trips and music experiences.*

#### **Review Summer 2023:**

Participation in the Schools Linking Network. Year 4 have got to know a class of children from a school, sharing activities and finding out what makes them similar and different.

Year 4 also participated in the Bucks Music Trust's Energize performance, working alongside children from a range of backgrounds. It is this real-life experience that is so valuable, augmenting the experiences within the curriculum in school.

The Curriculum continues to be enriched with the use of texts from a range of cultures and experiences, including use of thee in assemblies; a shared experience with the whole school.

Marking of European Day of Languages; International Day of Peace; Guru Nanak's birthday; World Religion Day; Chinese New Year; Purim; Holi; Equality & Diversity Week.

#### **2. To move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.**

*We are committed to developing positive attitudes to learning and the concept of growth mindset meaning we can all literally 'grow our brains'. Children are encouraged to welcome struggle as part of learning and develop perseverance and determination.*

#### **Review Summer 2023:**

A new initiative in partnership with The Art of Brilliance was launched very successfully with parents and governors invited in to the activities, receiving positive feedback from all stakeholders which demonstrated its impact (see appendices). This was built upon with regular input in whole school assemblies and use of further online resources in class. The

project is aimed at developing resilience and is based on the science of positive psychology.  
<https://www.artofbrilliance.co.uk/>.

Art of Brilliance CPD resources used for staff to be trained further in the growth mindset principles of the Art of Brilliance.

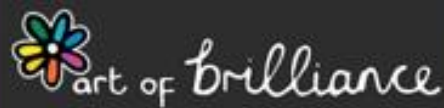
Growth Mindset Parent Information Session was well-attended and highly successful (see appendices for feedback).

A total of over 25 clubs were offered to children over the academic year, giving them opportunities to develop their growth mindset by trying out new activities.

PSHE lead led CPD on INSET day around developing the use of quality resources, personalising the PSHE learning to the needs of each class and recording the learning experiences of pupils to show impact.

Visit from Paralympian - Nerys Pearce who led an assembly for the whole school where she told her inspirational story. Embedded in the story were messages about determination, positivity, hope, courage and finding joy in tough situations; all linking perfectly to our School Values and Learning Behaviours at St Paul's.

Marking of World Down's Syndrome Day; Equality and Diversity Week; Jeans for Genes Day; Children's Mental Health Week.



Pupil Feedback on the Art of Brilliance Launch

I've really liked that man being in this week. The main thing I've learnt is that your teacher can't help you learn things. They can get the work ready for you and help you but the only person that can help you learn things is you because it comes from inside of you. You need to challenge yourself to learn new things.

I've been playing with different people and making new connections because of the handshake activity and wanting to take more risk.

Be kind and positive to ourselves.

Stop/start targets helped us work out what we do to make us more positive/better learners.

Be a 2%er not a mood hoover!

Perspective – the beach ball helped us understand two people can see things differently.

I am going out my comfort zone more, doing more things I'm scared of because it comes out with good results.

We are responsible for our own learning.

The 5 Rs of learning have helped me think about how to make myself a better learner.

I'm more positive about my work – I used to think 'Oh no, this is going to take ages but now I know that's ok because we should put in effort.'

It has helped me be more positive about my learning and thinking!

I'm much more confident to share ideas even if I don't know the answer.





## Staff Feedback on the Art of Brilliance Launch

Choose your floss, choose to turn it around, choose action.

Self-esteem boost, more responsibility over their happiness, how they can be better in control of outcomes in their lives.

The children are already referring back to what they have learned without being prompted!

The session gave children lots of practical tips on how to think differently about making friends, dealing with problems etc.

When we gave an unexpected gift to a teacher the children could really see impact.

I have been trying to enter my day with less stress and worry.

Helps to promote a positive attitude and to see that when things are difficult we can get through them and it could be worse!

Remind people not to be mood hoovers ;)

Positive attitude/ mindset is required to move forward. Moving forward can be a challenge. Change is good, even when it is difficult.

Lots of the ideas shared are relevant for the children and adults equally. We can model what we've learned to the children.

Serves as a reminder of how to encourage the children to be more independent, and personally to look for the positives in all situations.

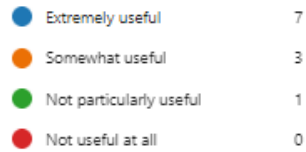
I can take everything on board myself to increase positivity and hopefully this permeates through to the children.

I think it makes you think about moving outside the box and trying new things.

2. How useful was the Headteacher's presentation?

[More Details](#)

[Insights](#)



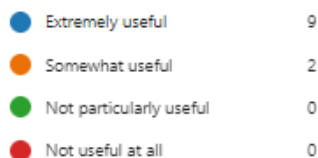
3. Please name up to three things you found most useful about the Headteacher's presentation.

10 Responses

ID ↑	Name	Responses
1	anonymous	The overall concept was very helpful but also like the pragmatic advice on how to put it into practice. I thought it was great
2	anonymous	Love the approach and great to have a reminder. Selected 'somewhat useful' as have heard a lot of it before. The most useful part for me was the training for parents about how to promote the growth mindset at home, what language to use etc
3	anonymous	Ways in which to approach a task with your child. Particularly, things we often say to our children early on with good intention but can be detrimental in later life.
4	anonymous	I had time to reflect on whether I show growth mindset at home to my children when I am learning something and trying something new
5	anonymous	Growth mindset vs. Fixed
6	anonymous	Practical information on how to implement growth mindset, loved the butterfly video
7	anonymous	A understanding of the GM approach used at school and a helpful insight into a whole school approach that we use at home too.
8	anonymous	Example to how to improve children's quality of work. Being shown the Learning Pitt template and theory.
9	anonymous	Thinking again about Growth Mindset, and how to practice it. Being aware of the "Brittle Bright"
10	anonymous	I think the problem is that I've seen the butterfly video etc at previous talks. Was probably useful for new parents but not existing.

4. How useful was the session in class?

[More Details](#)



5. Please name up to three things you found most useful about your time in class.

10 Responses

ID ↑	Name	Responses
1	anonymous	Good to just be in the classroom and see the kids at work. Good to practice giving feedback with a growth mindset in mind,
2	anonymous	Just loved being in the Classroom with all the children and being in the school bubble for a little bit. Lovely insight.
3	anonymous	Really wonderful to see my child actively accept challenge and be so used to finding ways to overcome that. The challenge although was there, had little pressure on it so the children felt confident to choose to challenge themselves.
4	anonymous	The teacher had sorted phrases into fixed and growth mindset. It was really helpful to refer to it when choosing how to verbally encourage my child. Hilariously she wanted complete silence so she could focus on the task in hand. But she did appreciate me coming.
5	anonymous	Seeing my child in the classroom setting - interacting with others, proud in their work etc
6	anonymous	Loved being able to watch my child engage with the activities, staff and other children
7	anonymous	Spending time in my child's learning environment, seeing her excitement about her learning, watching her interact with her peers.
8	anonymous	Watching Mrs Walker use the learning pit picture to guide Mia back to track. Watching the class friends help and encourage one another, they had the freedom to move out of their seats to do this. Then succeed as a result.
9	anonymous	Good to do an exercise completely focused on the growth mindset. Very useful there was a list on the board to guide us through our mindset.
10	anonymous	Seeing the children operating in the classroom setting. Seeing how they learn.

7. How has the afternoon changed how you will support your child?

10 Responses

ID ↑	Name	Responses
1	anonymous	It's given me a new outlook and some useful tools.
2	anonymous	Yes
3	anonymous	Given me more confidence to approach tasks with slightly more constructive negative feedback.
4	anonymous	Regarding q6, I arrived late, my fault, but did not get my hands on a leaflet. Q7. It will help increase my confidence to talk about growth mindset with my children.
5	anonymous	Will try not to take over when helping, but give them space to try their ideas
6	anonymous	Made me more aware of the language we use at home
7	anonymous	I can talk to her about her learning more confidently now I have spent time in the classroom with her
8	anonymous	Absolutely, we have the Learning Pit picture up on our wall for guidance with home learning.
9	anonymous	I always try to be aware of growth mindset, but it brought it to the forefront of my mind again, I will be very aware of the idea of the "brittle bright", to try and help my daughter to accept that failure is an essential part of learning and developing.