



## **Policy: Equality Objectives**

**Date: November 2017**

**Review date: December 2018**

**Authorised by: Governing Body**

**Updated by: Head Teacher**

### **Introduction**

As a Church of England School we identify Christian values that underpin the work of the whole of our community. These values inform our school's vision, aims and ethos, the design of our curriculum, all policies, planning and the school's management and governance. The values that relate particularly to this Policy are Justice, Compassion, Respect and Responsibility.

### **Review of Objectives for school year ending July 2017**

**Objective 1: To monitor and analyse pupil achievement with particular reference to vulnerable groups, particularly those eligible for the Pupil Premium, having EAL and /or SEND, and to provide effective intervention.**

Thorough monitoring was carried out by the SLT, both on a whole school and year group basis. This, together with analysis of end of year assessments showed that across the school, disadvantaged pupils and those with SEND are not achieving as highly as other children.

In order to address this ongoing area of improvement, the school has now recruited an Inclusion Lead, Pastoral Support Worker and Behaviour Mentor with a key responsibility of improving outcomes for disadvantaged pupils. This is a key area for further analysis and development and has been identified as a priority area of the School Improvement Plan.

**Objective 2: To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity**

Cornerstones Curriculum is followed and staff identify in their planning where SMSC and Values can be promoted. A Cross Curricular Values sheet is also completed for each topic in order that SMT can monitor the inclusion of SMSC and Values across the school. Equality and Diversity are celebrated during RE, Whole School and class-based worship charity work (eg raising money for ActionAid to support a child in Myanmar, sending books and furniture to Nicaragua through the Peace and Hope Trust), and some topics within the Cornerstones curriculum eg 'Hola Mexico' in Y6. Our curriculum is fully inclusive for all children.

This objective remains the same as we are continuing to embed the Cornerstones curriculum, with some topics yet to be covered.

**Objective 3: To narrow the gap between boys and girls in writing through the school.**

Many interventions (1-1, 1- small group, class based interventions as a result of formative assessment, confidence groups for girls and SATs groups in Y6) were again implemented across the

school. Progress was monitored through Pupil Progress meetings with SMT and with monitoring by the English Subject Leader.

2016 - The proportion of girls attaining the expected standard in the Year 6 tests was 74%. This was 35 percentage points higher than the boys (39%) The proportion of girls attaining greater depth in the Year 6 tests was 26%. This was 22 percentage points higher than the boys (4%)

2017 - The proportion of girls attaining the expected standard in the Year 6 tests was 74%. This was 10 percentage points higher than the boys (64%) The proportion of girls attaining greater depth in the Year 6 tests was 14%. This was 2 percentage points lower than the boys (16%)

The above data shows that the achievement gap between boys and girls has narrowed between 2016 and 2017 in the KS2 SATS.

## **Equality Information**

We recognise that the public sector equality duty has three aims and they are:

- To eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- To advance equality of opportunity between people who share a protected characteristic and those who do not within our school and wider school community
- To foster good relations between people who have a shared characteristic and those who do not

The leadership team and governors at Upton St Leonards C of E Primary School will annually review how well we achieve these aims with regard to protected groups under the Equality Act 2010 within the school community (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

## **Pupil Related Data Information based on January 2017 census and end 2016-2017 school assessment data**

Upton St Leonards School has 415 pupils. A large majority of the pupils have a White British background – 91.0%. This is above the national average of 69.3%. (RaiseOnline February 2016)

The school deprivation indicator of 0.1 falls in the 3<sup>rd</sup> quintile and is in line with the national average of 0.2. (Analyse School Performance 2017)

Numbers of boys and girls across the school are equal and therefore in line with national average of 49% girls. (Analyse School Performance 2017)

The percentage of students in receipt of Free School Meals (or who have been eligible at some point since starting school, i.e. eligible for the Pupil Premium) is below average - 11% compared with 24% national average. (Analyse School Performance 2017)

The percentage of children with SEN support is higher than the national average and falls in the 2<sup>nd</sup> quintile - 15.1% compared with 12.2% national average. The percentage of children with a Statement or an EHCP is 1.2% and in line with the national figure of 1.3%. (Analyse School Performance 2017)

Attendance levels are below national benchmarks, 95.8% compared with 96.1% national average.

Persistent absence levels are also higher than national benchmarks, 10% compared with 8.8% national average. (Analyse School Performance 2017)

### **Equality Objectives**

We aim to provide the best possible learning opportunities for all at Upton St Leonards Church of England Primary School. The ethos of our school clearly reflects our commitment to including, respecting and supporting all members of our school community fully and all are treated equally and given equality of opportunity regardless of gender, sexual orientation, special needs, disability, race, religion or background.

Having referred to and analysed our equality information, the governing body have agreed to continue focussing on the same objectives for 2017-2018 as identified in the previous year.: