



# St. Thomas' CE Primary School

## Equality Information & Objectives September 2022



At St Thomas' CE Primary School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it;
- Fostering good relations between people who share a protected characteristic and people who do not share it.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Age

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

St Thomas' is an inclusive school where focus on the well-being and progress of every individual is of highest importance and where all members of our community are of equal worth.

The Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

At St Thomas' our core school values of Respect, Independence, Faith, Friendship, Challenge, Resilience and Empathy are woven through everything we do. Personal and collective success and excellence are achieved where the uniqueness of every individual is realised. This environment will be achieved by:

- Being respectful
- Treating all members of the school community fairly, as individuals and with dignity
- Developing an understanding of diversity within our community and beyond
- Adopting inclusive approaches
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

Our core school values are woven through our high quality and rich curriculum. The context of our school and its community is at the heart of our work as we build on existing strengths and relationships while bridging gaps to create the best start in life for our pupils. Strong focus is placed on healthy lifestyles, experience of

arts, religion and cultures, a language rich curriculum, the development of resilience and a value of hard work.

We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Our approach to equality is based on the following key principles:

- All learners are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging
- We observe good equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist
- We have the highest expectations of all our children and staff and promote personal excellence

#### Equality Information

Number of pupils on roll at the school: 157

Age of pupils: 3 to 11

#### Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics.

Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

#### Information on other groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)

- Pupils with Special Educational Needs and Disabilities (SEND)
- Disadvantaged groups
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

It may be possible to identify individuals from the information provided when the number of pupils with a particular characteristic is low and the information is sensitive personal information.

<b>Ethnicity</b>	<b>Percentage</b>
Any Other Asian background	5.7%
Any other mixed background	2.5%
Any other white background	5.0%
Bangladeshi	0.6%
Pakistani	3.8%
White - British	74.8%
White and Black African	2.5%
Indian	5.1%

**Gender:** 44.8% male, 55.2% female

**Pupils eligible for Free School Meals (FSM):** 50.3%

**Pupils eligible for Pupil Premium Funding - Disadvantage group:** 50.3%

**Pupils with Special Educational Needs (SEN)** 16.8%

**Pupils with English as an Additional Language (EAL):** 25.9%

**Young carers:** 1.4%

**Looked after children:** 4.9%

Through rigorous tracking and monitoring of groups and individuals, including progress and attainment, and by providing inclusive approaches to curriculum planning and delivery, we aim to ensure that any gap in attainment for pupils within any of the above groups is removed, or at least remains less than the gap nationally.

#### Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at our school. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

#### We eliminate discrimination by:

- Ensuring our Behaviour, PSHE, RSE and Anti-bullying policies make all children feel safe at school and address prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Identify opportunities in the curriculum to look at other cultures/countries, study famous people representing various characteristics and to celebrate diversity
- Provide training for all staff and governors on equality and diversity
- Ensuring teaching is of the highest quality so that children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Using collective worship as an opportunity to celebrate festivals of a range of cultures and countries
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

#### We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils
- Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that St Thomas' CE Primary School is a significant member of our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship
- Developing community links e.g. St Thomas' Church, The Wellspring and charitable projects

Equality Objectives

At St Thomas', we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

1. Ensure that all children are given the opportunity to understand, demonstrate & be celebrated for implementing and sharing our school values.
2. To monitor curriculum design and implementation for the extent to which it promotes cultural capital and addresses gaps in experiences (healthy lifestyles, resilience, language rich, experience of arts, cultures & religion).
3. Ensure that mental wellbeing remains at the heart of our curriculum and approaches with swift intervention for vulnerable children.
4. To ensure that assessment, rigorous monitoring and high quality teaching (universal quality first teaching or targeted) quickly identify and address gaps for disadvantaged pupils, including those disadvantaged by periods of school closure.

5. To review levels of parental and pupil engagement in the wider curriculum and extra-curricular clubs to ensure equity and fairness in access and engagement.