



Through God We Achieve

OUR VISION AT ST. STEPHEN'S CE PRIMARY SCHOOL

To deliver outstanding education in a caring community, with God at its centre

'Turning your ear to wisdom and applying your heart to understanding'. Proverbs 2:2

OUR VALUES:

Joy - we provide a happy and stimulating environment, rooted in Christian values

Excellence - we are a church school committed to the highest standards in everything we do

Relationship – we work hand-in-hand with St Stephen's Church as well as our parents and carers

Respect - we enable our children to deepen or realise their own faith and respect the freedom of others in their beliefs

Nurture – our children are cared for spiritually, morally, intellectually, physically, socially and emotionally

EQUALITY INFORMATION AND OBJECTIVES STATEMENT FOR PUBLICATION

Action	Policy to be reviewed as required and at least annually		
	Owner	Date	Completed
Updated	SLT	June 2021	✓
Next Review	SLT	June 2022	
Approved	Board of Governors	July 2021	

School Policy Statement on Equality and Community Cohesion

Our School is committed to equality both as an employer and a service-provider:

- We try to ensure that everyone is treated fairly and with respect
- We want to make sure that our school is a safe, secure and stimulating place for everyone
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same
- We recognise that for some pupils extra support is needed to help them to achieve and be successful
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have, their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations. We readily embrace our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

For our pupils, we also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement, which affect, amongst others:

- pupils from certain cultural and ethnic backgrounds
- pupils who belong to low-income households and pupils known to be eligible for free school meals
- pupils who are disabled
- pupils who have special educational needs
- boys and girls in certain subjects.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

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

Part 1: Information about the pupil population

Number of pupils on roll at school: 444

Information on pupils by protected characteristics

The Equality Act protects people from discrimination based on 'protected characteristics'.

1. Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

Number of pupils with disabilities: We do not collect data on registered disability.

Number of pupils on medical list: 41 (Asthma, Allergy, Epilepsy)

There are pupils at our school with different types of disabilities and these include both medical and physical needs.

2. Pupil Special Educational Needs (SEN) Provision

	Number of pupils	Percentage (%) of school population
Number with Special Education Needs	41	11%
SEN Support	28	6%
Statement/Education, Health & Care Plan	13	3%

3. Ethnicity and Race

	Boys	Girls	Total
White British	108	117	225
White Irish	2	1	3
White Irish Traveller	0	0	0
White Gypsy Roma	0	0	0
White Western European	0	3	3
White eastern European	5	5	10
White Other	38	24	62
Asian Indian	1	5	6
Asian Bangladeshi	1	2	3
Asian Pakistani	1	0	1
Asian Other	2	2	4
Black Caribbean	5	5	10
Black African	17	9	26
Any other Black background	3	3	6

White/Black Caribbean	3	6	9
White/Black African	2	4	6
White/Asian	7	5	12
Any other Mixed Background	18	9	27
Chinese	2	1	3
Any other ethnic group	2	0	2
Arab	1	0	1
Iranian	2	1	3
Kurdish	1	3	4
Refused	8	9	17

4. Gender

Male	216	Female	228
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5. Pregnancy and Maternity

Pupils who are pregnant	0	Pupils who have recently given birth	0
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6. Religion and Belief

Christian	164	Sikh	2
Anglican	7	Jewish	2
Church of England	119	Mormon	1
Roman Catholic	36	No Religion	42
Orthodox	17	Other religion	6
Muslim	15	Unknown	10
Hindu	6		

7. Gender Identity or reassignment

We do not collect data on pupils who are planning to undergo, who are undergoing or who have undergone gender reassignment.

8. Sexual Orientation

We do not collect data on the sexual orientation of our pupils.

Information on Other Groups of Pupils

Ofsted inspections look at how school help “all pupils to make progress, including those whose need, dispositions, aptitudes or circumstances require additional support.”

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

9. Pupils with English as an additional language (EAL)

	Boys	Girls	Total	Percentage of school population
Number of pupils who speak English as an additional language	34	41	75	17%

10. Pupils from low income backgrounds

	Boys	Girls	Total	Percentage of school population
Number of pupils on Pupil Premium	30	15	45	10%

Adopted from care system: 10	Guardianship: 1
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Young carers	0
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Part 2: Our Main Equality Challenges

This is a summary of the issues that we are most concerned about.

We are already developing strategies and interventions to tackle some of these concerns.

For some of these issues we have also set and published equality objectives. Details of these are in Part 6 of this document.

- Creating a climate of understanding and acceptance by all pupils of those with differences – special educational needs, emotional needs, range of backgrounds and family circumstances and ensuring positive representations throughout the school
- Achievement for disadvantaged pupils from low income families
- Training for staff and governors on Equality and Diversity
- Addressing gender bias in books and curriculum, assemblies and performance
- Recognising the Everyone Invited debate and addressing any signs of gender related harassment
- Helping to combat negative attitudes towards sexual orientations
- Ensuring any bullying incidences are dealt with promptly and in line with the school's anti-bullying policy
- Ensuring any racist incidences are dealt with promptly, following appropriate procedures and with re-education at its core
- Providing for pupils adversely affected by Covid-19 and requiring catch up and/or social or emotional support

Part 3: How we have due Regard for Equality

The information provided here aims to show that we give careful consideration to equality issues in everything that we do.

Schools are required to have due regard to the need to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.

The information below is a summary of how we are aware of this particular requirement and how we respond to it.

- We are aware of the requirement of the Equality Act 2010 that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage
- We aim to provide training for our governors on the Equality Act 2010. When governors consider equality issues in relation to policies, decisions and services, a record of this is kept in the minutes and papers of governing body meetings.
- We aim to keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees
- We have a school behaviour policy that treats all children fairly and takes into account their many differences, including culture, ethnicity and ability
- We deal promptly and effectively with all incidents and complaints of racism, bullying and harassment that may include cyber-bullying and prejudice-based bullying related to disability or special educational need, ethnicity and race, gender, gender reassignment, pregnancy or maternity, religion and belief and sexual orientation. We keep a record of all such incidents and notify those affected of what action we have taken. We provide training to all staff in relation to dealing with racism, bullying and harassment incidents
- We have a special educational needs policy that outlines the provision the school makes for pupils with special educational needs
- We have an accessibility plan that supports all members of our school community to reach their potential through full access to all areas of school life
- Our admission arrangements are those set out by the governing body, giving priority to pupils with special educational needs and those in care
- Our complaints procedure sets out how we deal with any complaints relating to the school
- We aim to observe and implement the principles of equal opportunities and non-discrimination in our employment practices
- We have procedures for addressing staff discipline, conduct and grievances
- We have a staff code of conduct that states clearly that discrimination or prejudices of any kind will not be tolerated

Under the Equality Act 2010, we are also required to have due regard to the need to advance equality of opportunity and foster good relations. This includes steps we are taking to tackle disadvantages and meet the needs of particular individuals and groups of pupils.

Disability

We are committed to working for the equality of people with and without disabilities.

Summary information (including data on gaps in attainment, inequalities that need to be addressed and relations between different groups of pupils)

- There are no significant inequalities, including those in relation to attainment and access to learning and facilities
- The relationship between disabled pupils and others is very good

How we advance equality of opportunity:

- We support disabled learners and staff by meeting their individual needs
- We make reasonable adjustments to ensure that disabled pupils and staff are not put at a disadvantage
- We involve disabled learners, their families and disabled staff in the changes and improvements we make and consult them on issues affecting them
- We carry out accessibility planning for disabled pupils that increases the extent to which they can participate in the curriculum, improves the physical environment of the school and increases the availability of accessible information to disabled pupils
- We are developing a curriculum that supports all pupils to understand, respect and value difference and diversity
- We enable all pupils to learn about the experience of disabled people and the discriminatory attitudes they often experience
- We promote the understanding of difference and of disability and additional needs including SEN through circle time, Relationship and Health Education (RHE) and assemblies, special awareness days, fundraising events, through our books and stories
- We tackle prejudices and any incidents of bullying based on disability
- We have no recorded instances of bullying or prejudices based on special educational needs or disability
- Pupils and staff treat each other with understanding, care and consideration, taking due account of each individual's differences
- We annually review our disability & accessibility action plan to ensure that all physical barriers to learning are removed
- We are committed to working for the equality of people with and without disabilities

Ethnicity and race (including EAL learners)

We are committed to working for the equality of all ethnic groups.

Summary information (including performance against national and local benchmarks, data on gaps in attainment, inequalities that need to be addressed and relations between different groups of pupils):

There are no significant inequalities from different ethnic groups

Performance is measured against national and local benchmarks, some ethnic groups may underperform. Where this is highlighted, practice within school is reviewed to address any needs

We involve and consult pupils, families and communities from different ethnic and cultural backgrounds on issues that might affect pupil achievement or wellbeing.

How we advance equality of opportunity:

- We monitor the attainment and progress of all our pupils by ethnicity
- We set targets to improve the attainment and progression rates of particular groups of pupils where necessary

- We identify and address barriers to the participation of particular groups in learning and other activities
- We develop particular initiatives to tackle the motivation and engagement in learning of particular groups as required
- We involve parents, carers and families in initiatives and interventions to improve outcomes for particular groups
- We link with groups, organisations and projects in the local community
- We discuss aspiration and career ambitions in a gender neutral way
- We are developing a curriculum that supports all pupils to understand, respect and value difference and diversity
- We provide all pupils with opportunities to learn about the experiences and achievements of different communities and cultures
- We ensure that the curriculum challenges racism and stereotypes
- Rather than purely focus on Black History over a week-long period, the school is now fully committed to embedding Black voices, experiences and achievements across our entire curriculum year-round as part of our regular teaching practice.
- We commit to annual events such as Show Racism the Red Card
- The curriculum is supported by resources that reflect the diverse communities of modern Britain
- The school is quick to deal with any incidents of bullying or harassment on the basis of race, ethnicity and culture, involving parents and keeping a record in order to inform governing body and Local Authority
- We ensure newly arrived learners are made welcome and fully inducted into school life
- We aim for staff appointments to reflect our multicultural society.

Gender

We are committed to working for the equality of women and men.

Summary information (including performance against national and local benchmarks, data on gaps in attainment, inequalities that need to be addressed and relations between different groups of pupils)

- The most recent RaiseOnline data (school profile report 18/19) shows there are no significant inequalities including gaps in attainment between boys and girls
- Performance against national and local benchmarks is at or above average for both boys and girls
- We consult boys and girls on issues that might affect their achievement and well-being.

How we advance equality of opportunity:

- We monitor the attainment of all our pupils by gender
- Neither boys nor girls are treated as homogeneous groups
- We set targets to improve the attainment and rates of progress of particular groups of boys and girls
- We are identifying and addressing barriers to the participation of boys and girls in activities
- Both male and female parents and carers are encouraged to be involved in the work of the school and contribute to their children's learning and progress, for example parents are invited to come and talk about their work as part of the curriculum
- We ensure that young people have access to information and library books about different sector workplaces and occupations to challenge outdated images and ideas about careers and employment

- The school promotes the spiritual, moral, social and cultural development of all pupils through assemblies, RHE lessons and the general curriculum
- We ensure we respond to any sexist bullying or sexual harassment in line with the school policies
- We encourage pupils to develop an understanding of the experiences of different genders in society and challenge sexism and negative stereotypes
- Ensuring the inclusion of positive, non-stereotypical images of women and men, girls and boys across the curriculum
- There are no significant gaps in attainment in inequalities between girls and boys at the school
- We will continue to be committed to equality of opportunity for men and women, boys and girls.

Gender identity or reassignment

We are committed to ensuring that pupils and staff who are proposing to undergo, are undergoing or have undergone a process to reassign their sex, are protected from discrimination and harassment.

Summary information (including data on gaps in attainment, inequalities that need to be addressed and relations between different groups of pupils)

It is rare for young pupils to want to undergo a gender reassignment. When a pupil does so a number of issues arise that will need to be sensitively handled. For our staff we adhere to policies and best practice outlined by ACAS <http://m.acas.org.uk/index.aspx?articleid=2064>

Pregnancy and maternity

We understand that pupils who are pregnant or who have recently had a baby can experience discrimination, and barriers to accessing or continuing their education.

Summary information (including data on gaps in attainment, inequalities that need to be addressed and relations between different groups of pupils)

It is rare for young pupils but we will deal with this sensitively if or when it arises. We deliver a comprehensive Relationship, Health and Sexual Education (RHSE) curriculum for the whole school and Year 6 pupils also receive input from Health professionals.

For our staff we adhere to principles and best practise set out in Maternity Action www.maternityaction.org.uk

Part 4: Religion and Belief

We are committed to working for equality for people based on their religion, belief and non-belief.

Summary information (including data on gaps in attainment, inequalities that need to be addressed and relations between different groups of pupils)

- We have a wide diversity of faith backgrounds in the school, including Hindu and Muslim with Christianity being the highest faith group
- The school respects the religious beliefs and practice of all staff, pupils and parents, and complies with reasonable requests relating to religious observance and practice
- We have no issues in relations to the needs of groups of pupils with particular faith backgrounds
- There are good relations between pupils and staff who share a religious faith
- We aim to involve and consult pupils, families and others from different faith communities in developing policies and the curriculum.

How we advance equality of opportunity:

- We tackle any barriers that might prevent pupils with particular beliefs from taking a full part in school life.
- We support pupils to build their sense of identity and belonging, which helps them flourish within their communities and as citizens in a diverse society
- Through assemblies and RHE lessons, the school actively promotes the spiritual, moral, social and cultural development of all pupils
- Our curriculum, including RE, supports pupils to be accepting of one another's lifestyles and beliefs, as well as exploring shared values
- The RE curriculum enables pupils to develop respect for others, including people with different faiths and beliefs, and helps to challenge prejudice and discrimination
- There are daily assemblies that give opportunities to celebrate a variety of faiths and beliefs
- Children have the opportunity to visit local places of worship representing a variety of faith communities
- If they arose we would tackle prejudices relating to racism and xenophobia, including those that are directed towards religious groups and communities, such as anti-Semitism and Islamophobia
- We have good relations between all religious groups and a strong feeling of community cohesion
- We aim to continue our spiritual, moral, social and cultural development policies and to promote equality based on religion belief and non-belief.
- Staff have received training regarding FGM and PREVENT.

Sexual Orientation

We are committed to providing a safe environment for all pupils and staff. We aim to tackle any discrimination faced by pupils and staff who are lesbian, gay and bisexual or transgender (LGBT).

Summary information (including data on gaps in attainment, inequalities that need to be addressed and relations between different groups of pupils).

- We have no significant inequalities or other concerns
- We teach the children about prejudice-related bullying and the use of inappropriate language through assemblies and RHE lessons
- Our school ethos includes celebrating differences and diversity as a way of developing tolerance understanding and respect for one another.

How we advance equality of opportunity

- Diversity and inclusion are threaded through the curriculum. Books and resources include images of a range of different kinds of families
- We are considering how to appropriately integrate sexual orientation into the curriculum in a positive and constructive way, which enables both heterosexual and gay pupils to understand and respect difference and diversity
- We ensure that gay, lesbian, bisexual and transgender staff feel comfortable, and are supported to be open about their sexual orientation
- The school promotes the spiritual, moral, social and cultural development of all pupils through all aspects of the curriculum and school life

- We support pupils to develop the skills to be confident learners and accepting of one another's lifestyles and beliefs, through the Relationships and Health Education curriculum
- We use opportunities in circle time to talk about difference and different families to ensure all children, including those with gay and lesbian parents, feel included and know it's alright to be different
- All staff, including lunchtime supervisors and teaching assistants, will be trained in how to deal with homophobic language and how to work positively with different families.
- We work with positive role models to help reduce bullying, provide support and make young people feel confident and comfortable
- We are committed to providing a safe environment for all pupils
- We aim to tackle any discrimination faced by pupils and staff who are lesbian, gay, bisexual or transgender.

Part 5: Consultation and Engagement

The **Governing Body** aims to engage and consult with pupils, staff, parents and carers, and the local community so we can develop our awareness and information, learn about the impact of our policies, set equality objectives and improve what we do.

Our main priorities for the future are to develop consultation and engagement through:

- Inviting parents and carers to join a working group for consulting with and engaging pupils, staff, families and the community about equality issues
- Senior Leaders and Governors to be involved in drawing up equality objectives
- School Council involvement with equality objectives ensuring pupil voice.

Part 6: Our Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality objective 1: To supplement reading scheme books to reflect gender, disability, sexual orientation, religions belief, diversity of family groups.

Progress we are making on this objective:

Audit of current reading scheme materials (Summer Term 2021)
New reading scheme materials purchased for Key Stage One and Key Stage Two pupils

Equality objective 2: School to monitor and promote improved representations of our diverse community around the school and in classrooms

Progress we are making on this objective:

Rev. Denis delivers inset to teaching and non-teaching staff on the importance of diversity and race matters for our school community (Autumn Term 2020)
Learning Walks – Senior leadership Team
Show Racism the Red Card publicity and events embedded as an annual event
Country Cultures Evenings for Parents and Carers has focused on Horn of Africa, Caribbean and Eastern European cultures to date and will continue as an annual event post-Covid,

Equality objective 3: To actively seek to employ staff representing our diverse society (disability, race, gender, LGBT)

Progress we are making on this objective:

Mix of male and female staff across the school.
Staff come from diverse backgrounds, cultures and religions fully contribute to school and have a positive experience of the school
Training on LGBT made available and taken up by Early Years staff team (Summer Term 2021)