St Paul's CE Primary School

Equality Information and Plan 2022-2026

Agreed by Governing Body on:	**30.11.2022**
Policy review date:	**November 2023**

Introduction

The Governing Body of St. Paul's School welcome our responsibilities to publish equality information and objectives in line with the Equality Act of 2010.

In developing the plan we have been able to identify and record the progress we have made towards achieving equality and tackling discrimination and come to a better understanding of the challenges still to be addressed. We will ensure that this Equality Plan is effectively implemented and scrutinised so that we meet the obligations placed upon us by the Equality Duty.

The Equality Act 2010's Public Sector Equality Duty came into force in April 2011and has three aims under the general duty for Schools to:

1. **Ensuring Equality of Opportunity and Participation**
2. **Promoting Positive Attitudes and Meeting Needs**
3. **Eliminating Discrimination and Harassment**

Our school, has considered how well we currently achieve these aims and using the information we have gathered, have decided upon our equality objectives. Our plan to meet these objectives will be monitored annually.

In compiling this equality information we have:

- Reviewed the schools equality data, policies and practice and identified gaps

- Examined how our school engages with the protected groups, identifying where practice could be improved.

The outcomes are published within our Equality Plan. The Plan has been agreed by our Governing Body. In line with legislative requirements, we will review progress against our Equality Plan annually and review the entire plan and accompanying action plan on a four year cycle.

Equality Information and Objectives Statement

Our school makes all members of our community feel welcome and valued. Our vision and values promote inclusion and equality and tackle discrimination. We have high expectations for all our pupils irrespective of their age, disability, gender reassignment, race, religion or belief, sex or sexual orientation. Our equalities statement is guided by some core principles:

- Learners are all unique children who together are one;
- We recognise and respect difference;

- We show understanding, compassion and care to all
- We foster positive attitudes and relationships and a shared sense of community and belonging;
- We observe good practice in recruitment, retention and staff development;
- We aim to reduce and challenge barriers to equality that already exist.

Equality Information

Contextual information

Numbers on roll in October 2022 showed that there are 176 pupils on role. These are arranged in 7 classes, 1 per year group, ranging in size with maximum class numbers of 30 with 12 pupils.

Special Educational Needs

10.8% of our pupils are currently on the Special Educational Needs register. Of which 5.1% have an EHCP. As a school we currently have significantly more children with EHCPs than the national average but significantly less pupils that the national average of pupils that have SEN support.

Socio-economic backgrounds

Our school demographics have changed significantly over the past few years. 53% of our children come from backgrounds that are not white British – this is a 20% increase since 2018.We also have 22 languages spoken at school with 29.5% of children having English as an additional language.

Currently 20.5% of our children are on Free School Meals, which is significantly higher than it was in 2018 when just 5% of children where in this category. 21.6% of our pupils come under the Pupil Premium category.

Currently we have no children who are officially “looked after”

Children at St Paul’s come from a variety of different backgrounds and have a range of family units. **Celebrating and acknowledging different families is crucial** to make all children feel welcome and enable them to learn how to value diversity.

Eliminating discrimination

Please follow the links below to find further information on how we comply with the Equality Act 2010.

Equality Policy

Anti-bullying policy

Sex and relationships policy

We monitor issues regarding equality very closely and have systems in place to ensure that we respond to incidents. We usually take part in the annual Brighton and Hove Safe and Well School’s Survey, which provides valuable feedback from our

pupils on how they perceive issues, including equality and bullying – however it should be noted that this has not occurred for the past few years due to the Covid Pandemic

Advancing equality of opportunity

The Ofsted Primary Inspection Data Report which was received in November 22 highlights the following information:

- The key stage 2 three-year average reading attainment score (108.8) was in the highest 20% of all schools in 2019.
- Key stage 2 progress in writing (-2.5) was significantly below national and in the lowest 20% of all schools in 2019.
- Key stage 2 progress in mathematics (-3.2) was significantly below national and in the lowest 20% of all schools in 2019.
- The rate of persistent absence (5.7%) in autumn 2020 was in the lowest 20% of schools with a similar level of deprivation.
- The rates of overall absence (3.4%) and persistent absence (4.4%) in 2018/19 were in the lowest 20% of schools with a similar level of deprivation.
- For middle prior attainers, key stage 2 attainment of the expected standard (100+) in reading, writing and mathematics (31%) was significantly below national in 2019.
- What is key is that there is an absence of information concerning specific pupil groups other that middle prior attainers which suggests that there is nothing significant or exceptional to highlight.

The school has slightly more girls than boys: 51.7% girls / 48.3% boys. In our current reception class the ratio of girls to boys is 3:1.

Fostering good relations

Equality forms a central part of many of our assembly themes. We celebrate key equalities 'dates' such as Refugee week and ensure that we do not just have a black history month but that Black history is embedded in all aspects of our teaching and learning across each year group and throughout the year. Through our RE curriculum we ensure that learn about other major faiths, and ensure that there is a balance across the year in terms of the stories we use in assemblies and the class. Each class library has a range of books that promote equality and consider issues such as disability and gender stereotyping.

We regularly raise money for a range of charities, which are chosen by our school council. We continue to support our Uganda link schools: St John Leonard's and Archbishop Kiwanuka. Through these partnerships we have benefited from a host of learning opportunities, as well as having visitors to our school.

We organise playtimes and lunchtimes very carefully to ensure children can play and have fun safely. We have developed our own and very comprehensive playtime buddies scheme which is highly successful. This runs alongside our lunch time haven to support children and also our 'talk time' and nurture sessions that occur through the school week.

Equalities action planning

Please follow the link below to see a copy of our equalities action plan.

Single Equality Plan 2022 - 2026

A cross identifies which statutory duty/equality legislation the planned action is meeting. *R= Race, D = Disability, G = Gender, SO = Sexual Orientation, A = Age, R/B = Religion or Belief, CC = Community Cohesion*							Outcome	Actions	Timescale	Responsibility	Success Criteria	Monitored By
R	D	G	SO	A	R/B	CC						
X	X	X	X	X	X	X	All staff are aware of the Single Equality Scheme and have awareness of their responsibilities.	Raise awareness of scheme at: Staff meetings Induction meetings	Ongoing – ensuring new staff are aware	ML	Training taken place.	HT report to GB
X	X	X	X	X	X	X	Stakeholders are aware of the Equality Plan.	Publish on website, newsletters,	Ongoing – ensuring new governors are	ML	Governors and parents questionnaire	HT report to GB

								parent meetings.	aware		indicates an awareness of the scheme.	
X	X	X	X	X	X	X	To ensure that the school's policies do not impact negatively upon different community groups.	To undertake a rolling programme of impact assessments as school policies are being reviewed.	ongoing	ML	That all policies have been reviewed and assessments made against risk.	HT report to GB
Ensuring Equality of Opportunity and Participation												
X	x	x					Monitor and analyse pupil achievement by race, gender, disadvantaged, EAL and SEND. This should occur through pathways meetings	Act on any trends or patterns in the data that require additional support for pupils.	Reviewed at termly pupil progress meetings	SLT	That termly analysis of vulnerable groups is made and remedial actions	HT report to GB
x	x	x	x	x	x	x	To ensure that a diverse range of pupils are making a positive contribution to	To ensure that all pupils are	Ongoing 2022 - 26	SLT	Range of activities and events	HT report to GB

							the life of the school. This occurs through the involvement we have with St John Leonard's School as well as our RE syllabus and inclusion of our community.	given the opportunity to make a positive contribution via School Council, Playground Buddies, Phase performances, fund raising etc.			identified throughout year.	
	x						To ensure that our school building removes all barriers to accessibility for disabled learners and staff.	To maintain a dialogue with stakeholders to ensure that these needs are met.	Ongoing 2022 -26	ML and governing sub committee for buildings	Termly review plus specific focus given if we have a pupil in school with a disability	Governors reports
x	x	x	x	x	x	x	That participation in extended school activities reflects the diversity of the	To provide opportunities for all	Ongoing 2022 -26	All staff	That monitoring attendance	SLT

							school population.	pupils to take part in extended school activities e.g. after school clubs and extra curricular activities.			evidences a diverse range of pupils attending clubs. To ensure outcomes of poverty proofing are acknowledged and acted upon.	
Promoting Positive Attitudes and Meeting Needs												
x	x	x	x	x	x	x	To ensure that diversity is promoted across the school.	A proportion of displays in the classroom and corridors will reflect diversity.	Ongoing 2022 -26	staff	To continue to ensure role of ambassadors is developed and to raise staff awareness	SLT
x	x				x	x	To continue to increase pupils awareness of different communities.	To focus more on how other religions celebrate cultural	Ongoing 2022 -26	All staff	That pupils awareness is raised- via pupil discussion /	SLT

								events throughout the year e.g. Divali, Eid, etc.			new RE syllabus/ PSHCE work	
x	x	x	x	x	x	x	To ensure that resources reflect all aspects of the community.	To continue replenishing library and phase resources with high quality books addressing the range of issues.	Ongoing 2022 -26	English / Humanities/ Arts and PSHE Co-ordinators	Range of good quality resources in school that are accessible and are used e.g. multilingual texts / use of school EAL welcome books	ML / GA
			x				To ensure the diversity of families in Brighton & Hove are represented and valued and that children understand that homophobia is unacceptable	To liaise with health, LA professionals, school partners and parents to consider this aspect of Sex and relationship	Ongoing 2022 -26	ML / RF	School is confident with current practice and teaching. Refer to new SRE document.	HT report to GB

								Education.				
x	x	x	x	x	x	x	To meet the learning and personal developmental needs of all pupils with particular focus on the PE curriculum.	To share expertise and resource between staff to enable all pupils to achieve their optimum success.	Ongoing 2022 -26	staff	That joint methods of working and sharing practise are developed.	SLT/ SH
Eliminating Discrimination and Harassment												
x	x	x	x	x	x	X	To ensure that all staff are aware of procedures to report racist/homophobic/bullying incidents on Edukey safeguarding website.	Staff meetings to ensure everyone knows how to record incidences on EDUKEY. DC to report to Brighton and Hove bullying / racist incidences on termly basis as requested.	Ongoing	ML/ GA/ RF	New system is set up and used by all staff to enable improved tracking.	HT report to GB

x	x	x	x	x	x	x	To ensure that the school's procedures for dealing with bullying/harassment are clear and known by all stakeholders.	To review our Bullying and Harassment policy, consult with stakeholders and publish.	Autumn 2022	ML	Policy is shared with all stakeholders and implemented.	HT report to GB