

St John's CE Primary School
Equality Information and Objectives 2024- 2026

The Equality Act 2010 and Public Sector Equality Duty (2020) 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.

St John's CE Primary School is an inclusive school where all members of our community are of equal worth. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. 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. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

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

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

Equality Information

Number of pupils on roll at the school: 202

Age of pupils: 4 to 11

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.

St John's CE Primary School
Equality Information and Objectives 2024- 2026

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)
- Pupils from service families
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children and Post Looked after children
- Other vulnerable groups

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we consider equality issues in everything that we do at St. John's.

'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We eliminate discrimination by:

- Implementing required policies and procedures
- Ensuring appropriate training for our staff and Governors
- School collective worship and special events
- Our curriculum and interaction with all members of our school community
- Our communications, website and publications
- Our ethos and values
- Appropriate oversight by school leaders and Governors

St John's CE Primary School
Equality Information and Objectives 2024- 2026

- Discussions with and feedback from our pupil voice
- Our use of display and development of an accessible learning environment
- Visits to places of worship and places of local interest
- A focus on the involvement of parents and carers
- Our identified school objectives
- Feedback to our Governing Body
- The close monitoring and response to any incidents of inappropriate behaviour towards others as reflected in the Equalities Act 2010
- 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
- Ensuring that teaching is of the highest quality enabling children to reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make good and better progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures

Equality Objectives

At St John's CE Primary School, 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 socioeconomic background.

As a school we have chosen two main equality objectives which best suit our circumstances and contribute to the welfare of our pupils and our school community. They are a tool to help improve the school experience of a range of different pupils. These equality objectives have arisen from an analysis of our published data and other information.

St John's CE Primary School
Equality Information and Objectives 2024- 2026

Equality Objective 1

To promote understanding and respect for differences

Why we have chosen this objective:

St John's CE Primary School is focusing on ensuring that our pupils understand and appreciate the rich diversity of Britain and the wider world. This Equality Objective will help us to increase understanding of religious/faith/cultural diversity (including people who do not have a faith) and to promote tolerance and understanding.

To achieve this objective, we plan to:

Identify opportunities in the curriculum to look at other cultures and countries. Use collective worship as an opportunity to celebrate festivals and a range of cultures and countries. Invite visitors from different cultures and religions to lead worship or teach in R.E lessons in class. Review the displays around the school to promote diversity in terms of race, gender, ethnicity and disability. Our new PSHE scheme will provide materials which will support the integration of this objective more fully into our curriculum.

Equality Objective 2

To improve pupil mental health and wellbeing

Why we have chosen this objective:

Academic attainment is important, but pupils also need to progress through their education feeling happy and self-confident. St John's CE Primary School is committed to providing a nurturing environment to help develop the resilience of our pupils to cope with the ups and downs and stresses of everyday life. This Equality Objective will address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood but have a greater impact in adult life.

To achieve this objective, we plan to:

We will be investing in new PSHE resources as we review our PSHE curriculum which provides lessons on growth mind set and resilience. We will also teach pupils how to relax and be mindful as part of the curriculum. The school will use zones of regulation to support children as part of our behaviour policy. Pupils will be given the opportunity to be part of the Learning Council to consider learning behaviour. We will work closely with parents and outside agencies to promote positive mental health and wellbeing.

St John's CE Primary School

Equality Information and Objectives 2024- 2026

In addition, we will continue to target other areas to ensure that the welfare of our pupils and staff remain a top priority.					
Duty Addressed	Aim and how identified	Targeted groups	Action	Responsibility	Outcomes
Gender	Pupils requesting single sex SRE.	Pupils in Y6/5	Establish and run single sex groups for SRE	Class teachers	Reported increase in pupils understanding of sexual health questions
Disability	To develop social and emotional skills of pupils with BSED.	Pupils with BESD	Staff to deliver small group activities such as social skills groups – nurture group	Teachers	Improved ability of pupils to handle difficult situations in class and on the playground
Race/ disability	To ensure contents of school meals meets the needs of all groups including those with specific health / dietary needs.	All those with specific dietary needs	Establish a food group – including parents of specific children	School caterers	Increased uptake of school meals
Gender and disability	To ensure that girls and those with a disability are equally involved in physical activity.	Girls and pupils with SEND	Monitor attendance of after school clubs Pupil voice on types of activities available	PE subject leader	Improved participation of girls and SEND in after school clubs
Race	To prevent and respond to any incidents of racism and racist bullying.	Whole school	To review and update existing policies and procedures for relating to race equality and racism	SLT & Class Teachers	Ensure policies and practice in line with county process.
Community	To promote awareness and develop relationships between people from different backgrounds.	Whole school in particular KS2	Explore British Values during PSHE	Class teachers	Improved understanding modern Britain
Disability	To better understand the needs of disabled parents and carers within the school.	Disabled parents and carers	Gather and record information relating to disabled parents	SLT	Improved access and communication with disabled carers and parents

St John's CE Primary School

Equality Information and Objectives 2024- 2026

Disability	To improve expectations for pupils with SEND.	Pupils with SEND	Continue SEN tracking including structured conversations with parents	SENCO and Class teachers	Improved outcomes for pupils with SEND
Social deprivation	To improve the attainment of pupils eligible for Free School Meals – narrowing the gap with regard to attainment.	Children eligible for free school meals	Collate and analyse data relating to attainment for target group	SLT and Class teachers	Improved attainment
Age	To improve understanding and to challenge stereotyping between young and old people.	KS2 pupils	Visit old people's homes and day care centre to sing and chat to residents, Link with Heather View – Bonfire night work	SLT & Class Teachers	Increased positive attitudes towards each other
Mental Health	To increase the participation of all students in life of school.	All pupils	Learning Council – to focus work of the Learning Council to explore mental health topics such as resilience	SLT & Class Teachers	increased contributions of pupil voice from all pupils
Employees All	To ensure that policy and practice relating to recruitment and retention and training is inclusive of the diverse needs of applicants and staff.	Applicants and all staff including volunteers	Undertake EQIA on policies and practices relating to recruitment and staffing. Improve data collection and monitoring of equality information relating to staff	SLT	Improved data collection and staff reporting improved sense of inclusion
Gender	To continue to ensure that pay levels are not affected by gender.	Employees	The Governors works towards equalising gender pay levels related to type of post.	SLT	Pay Policy
Gender	To ensure that no-one is disadvantaged in terms of appointment, promotion opportunity, performance management or professional development opportunity by reason of pregnancy or maternity leave.	Staff returning after maternity leave	Discuss options for returning to work with appropriate staff Transition for staff returning to work is desirable for all– and pupils education is not affected	SLT	HR monitoring

St John's CE Primary School

Equality Information and Objectives 2024- 2026

Gender	To ensure that all staff and pupils in the school are supported and treated fairly with regard to gender identity/ reassignment.	All staff and pupils	Case by case Monitoring and in the case of pupils it involves parents as well as pupils.	SLT	The school experience is an equally positive experience regardless of gender identity.
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