

St John Baptist (Southend) CE Primary School

SCHOOL EQUALITY INFORMATION AND OBJECTIVES

Agreed: March 2016

Review Objectives: February 2019

Review Information: February 2017

By:

Signed:

St John Baptist (Southend) Church of England Primary School

School Equality Information

Introduction

Under the Equality Act 2010, St John Baptist (Southend) Primary School welcomes our general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information 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.

How do we do this

The school gathers information on the pupil population broken down by ethnicity and gender. It also gathers information about significant difference in attainment between boys and girls, and between pupils of different ethnic backgrounds, ensuring individual pupils cannot be identified.

The Head of School teacher has special responsibility for equality matters. The Link Governor for Inclusion has responsibility for Equality issues.

Pupil Premium money is targeted to specific groups. It is an additional amount of money allocated by the government in order for schools to combat disadvantage and support the most vulnerable pupils. The amount allocated for 2015/16 is calculated at £1320 for each child in receipt of Free School Meals.

There are clear procedures for dealing with prejudice-related bullying and incidents. Further details can be found in our Anti Bullying Policy. Any incidents are reported and monitored by the Governing Board. Data is also collated, and reported termly to the Local Authority by the School Secretary. This information can be provided on request.

We have a school policy on equality.

We have used the following process to assist us in identifying some of the barriers to pupils accessing education provision.

School Data – Protected Characteristics

Using RAISEonline 2015 the following information was available:

Total on Roll: 207

Ethnic Categories	School %			National %
	2013	2104	2015	2015
White British	20.0	16.6	13.6	70.4
Irish	0	0	0	0.3
Any Other White Background	3.3	1.7	2.3	5.1
Traveller of Irish Heritage	0	0	0	0.1
Gypsy/Roma	0	0	0	0.3
Mixed White and Black Caribbean	4.4	3.9	4.5	1.4
Mixed White and Asian	0.6	0	0	1.1
Mixed White and Black African	2.8	2.8	2.3	0.6
Any Other Mixed Background	5.0	4.4	5.1	1.8
Chinese	0.6	1.1	1.7	0.4
Indian	1.7	1.1	1.1	2.7
Pakistani	1.1	1.7	1.7	4.1
Bangladeshi	1.1	1.1	0.6	1.7
Any Other Asian Background	10.0	13.8	13.0	1.7
Black Caribbean	22.2	22.7	24.9	1.3
Black African	16.1	17.1	16.4	3.5
Any Other Black Background	10.6	11.6	12.4	0.7
Refugee	Unknown			
Asylum Seeker	Unknown			

Special Educational Needs (SEN)	Percentage %	Actual Number
No Specified Special Educational Need	93.2	193
SEN Support	5.3	11
Statemented	1.0	2

Gender	Percentage %		
	2013	2014	2015
Girls	44.5	45	44.9
Boys	55.5	55	55.1

First Language	School %			National %
	2013	2014	2015	2015
English	53.9	52.5	51.4	82.5
Other	45.6	47.0	48.0	17.3
Religion or Belief	Actual Number (from Oct census)			
Anglican / Church of England	64			
Christian other	76			
Greek Orthodox	~			

Hindu	25
Roman catholic	~
Muslim	12
No Religion	17
Not declared	~
Rastafarian	~
Pentecostal	~
Sikh	~

~ Denotes less than 5

Underachieving Groups

Using the monitoring information (including RAISE online and Arbor report) we looked to see if we could identify whether there were any obvious gaps or potential issues from pupils in relation to the protected characteristics in:

- Admissions
- Attainment
- Attendance
- Engagement in school activities
- Exclusions
- Prejudice related incidents
- Rewards and sanctions
- Representation on school bodies e.g. school council.

No information was available on the following protected characteristics

- Gender Reassignment
- Sexual Identity

The protected characteristic of Age does not apply to pupils at primary or secondary schools.

These are our objectives (July 2015)

Having viewed the recent information about St John's pupils we have set the following objectives, focusing on narrowing the gaps in achievement:

Objective 1

Core subjects value added score for Pupil Premium (PP) is 1.4 points less than non PP (but is still 0.8 points greater than national PP students average).

Reading is 0.1 points greater than non PP.

Writing is 1.5 points less (but still 1.7 points greater than national).

Maths is 2.2 points less than non PP (but only 0.6 points greater than national PP).

Therefore we wish to reduce the gap in the value added score between PP and non PP particularly in maths. This is a focus in the School Development Plan (SDP) and is a Performance Management target for staff.

Objective 2

The proportion of PP children achieving expected level in SG&P is 13.0% less than non PP and 8% less than national PP. The school gap has closed by 33.0% from 2 years ago.

This gap needs to be reduced so that PP children achieve in line with non PP children (see SDP).

Objective 3

Develop policies and statements for dealing with homophobic and transgender bullying including:

- Agreeing an equalities statement
- Amending our British Values Statement to include explicit reference to equalities and 'protected characteristics' under Equality Act 2010 (including sexual orientation and gender)
- Amending uniform policy or list to remove gender references (eg. remove references to girls wearing skirts, boys wearing trousers)
- Audit of resources (eg. children's books, posters etc)
- EHT, both HoSs and both CoGs meet with Shaun Dellenty
- Training for staff and governors (as part of the curriculum)
- Additional resources to be sourced and costed

Date and 'signed by' Chair of Governors and Head of School