



St. Mary's Catholic
Primary School

Equality Information and Objectives

September 2022

Everyone Matters and is Loved by God

Part 1: Information about the pupil population

Number of pupils on roll at the school: 90

Information on pupils by protected characteristics

The Equality Act 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 some protected characteristics of their pupils. These include:

- Disability*
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender Reassignment

* 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.'

Sensitive information on some pupils with protected characteristics

It is not appropriate for us to collect information from pupils in relation to some protected characteristics, gender identify and sexual orientation.

Information on other groups of pupils

OfSTED inspections of schools will look at how schools help 'all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support'.

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

- Pupils in receipt of Pupil Premium
- Pupils with Special Educational Needs and Disabilities (SEND)
- Pupils with English as an Additional Language (EAL)
- Pupils with a Traveller Heritage
- Young Carers
- Children from low income households
- Children in Care
- Adopted Children
- Other vulnerable groups.

Publishing Information

To comply with the Equality Act, we have considered the information that is suitable for publication and we have selected relevant information for publication.

Our school is applying proportionality to the Equality Act and in view of the small number of pupils on roll, we provide here a short evidenced account of our equality priorities and work, with an indication of trends and issues.

Disability, ethnicity and race, gender, religion and belief

At St Mary's we have nearly a quarter of pupils on in receipt of Pupil Premium and a slightly higher percentage of girls (53%) than boys (47%) in the school. We have 16% of pupils with SEND, and 2% with an Education and Health Care Plan (EHCP).

Early Years Foundation Stage – pupils enter the school broadly average and they leave our school reaching expected levels of attainment.

Progress for pupils with SEND and those in receipt of Pupil Premium is being closely monitored and the use of pupil premium provides additional support where needed for these groups.

Inclusion

- We offer a breakfast club to parents/carers. Pupil premium children are offered this service free of charge
- All children in Key Stage 1 are able to have a healthy snack (fruit or vegetable) mid morning.
- Children are supported through a range of intervention strategies under the guidance of Health professionals, Educational Psychologists and SEND Support Services.
- We provide opportunities for all children to take part in extra-curricular activities including the subsidising of trips and visits, provision of spare PE kit, free clubs run after school etc.
- We have a fully resourced Nurture room for children to access as needed

Part 2: How we have due regard for equality

The information provided here aims to show that we give careful consideration to equality issues in everything we do in the 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 the equality of all our staff, children and parents and to meet our duties under the Equality Act 2010.

Eliminate unlawful discrimination by:

- Adoption of the Single Equality Policy
- Our Anti Bullying policy ensures all children feel safe at school and addresses prejudice related bullying.
- Record, respond to and monitor incidents of bullying, particularly prejudice based racist, sexist and homophobic bullying
- Record, respond to and monitor incidents of poor behaviour
- Maintain staff and governor awareness through meetings, training and use of the checklist to help schools identify equality priorities and considerations.

Advance equality of opportunity by:

- Use the information we gather to identify underachieving groups or individuals and plan targeted interventions
- Ensure participation in the life of the school of all groups of children and families.

- Recruitment and training of staff.
- Ensure policies and practices meet statutory requirements

Foster good relations and community cohesion by:

- Holding annual Anti bullying weeks.
- Ensuring Equality and diversity is embedded in the curriculum (PSHE/RSE, RE) and the wider curriculum
- Participation in sports, arts and other activities within the village, pyramid and local area.

Part 3: Our equality objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are aligned to our Trust objectives. They 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 help children to fulfil their full potential, by supporting families and focusing support on improving the lives of the most vulnerable children.

- We aim to support families with children who have poor attendance as this is a key barrier to progress and future opportunity.
- We will monitor the use of exclusion for different groups, including those groups with a disproportionately high rate of exclusion.
- We aim to prevent and tackle the bullying of children and young people, particularly prejudice based racist, sexist and homophobic bullying.
- We aim to give families from lower incomes equal opportunities to extended school provision.

Equality Objective 2: To implement the TenTen Relationships Education and Relationships and Sex Education programme for Catholic Schools in order to promote a positive and healthy understanding of human relationships in line with the teaching of the Catholic Church

Equality Objective 3: To ensure that staff recruitment complies with the Equality Act and that all staff are aware of and follow the school's Equality Policy. We will foster good relations between people who share a protected characteristic and those who do not. This will be measured by reviewing the policy on a timely basis, effective staff induction and on-going CPD.

We believe that publishing our equality information will make us transparent about the progress we are making on equality and more accountable to parents/carers and the local community.

For more information, please contact the Headteacher

Tel: 01258 820417

email office@stmarymarnhull.dorset.sch.uk