

## EQUALITY INFORMATION AND OBJECTIVES



### JANUARY 2023

**St. Vincent de Paul Catholic Primary School** is a successful, inclusive school where the well-being and progress of every child and all members of our community are of equal worth and priority.

The 2010 Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships. It also ensures that we continue to tackle any issues of disadvantage or underachievement of any child.

Our approach to equality is based on, and embedded in, our Mission Statement and is lived out through:

- valuing the talents, gifts, endeavours and successes of each individual in our whole school community
- nurturing the intellectual, physical, mental, social, spiritual and moral growth of our children and the adults who care for them, so that they all feel secure and valued, are treated with dignity and respect and reflect these characteristics in responding or giving to others they meet
- fostering, encouraging, promoting and celebrating our children's varied experiences, - developing their understanding of diversity in each other's lives, cultures, faiths and beliefs – recognising and respecting the similarities and differences in and between each other
- through the global dimensions of our connected curriculum, enabling our children to grow up to be citizens of the future – aware of the wider world and, with a sense of their own role as a world citizen, respecting and valuing diversity; being willing to challenge the status quo and to act to make the world a more equitable place.

### EQUALITY INFORMATION as of January 2023 (%)

**Number of pupils on roll:** 250

**Age of pupils:** 3 to 11

#### **Information about pupils by protected characteristics:**

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has a number of the protected characteristics, thus the Act protects everyone against unfair discrimination, harassment and victimisation.

In order to ensure that all pupils are protected from discrimination, the school collects information on all its groups of pupils.

#### **Protected characteristics as defined by The Equalities Act/PSED –**

- age
- disability
- ethnicity or heritage
- gender
- gender identity
- marital or civil partnership status
- being pregnant or having recently had a baby

- religion or belief
- sexual identity and orientation.

**Other vulnerable groups in school** (accepting, again, that the children with protected characteristics may also be represented in/across a number of these groups):

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged pupils
- Pupils with English as an Additional Language (EAL)
- Looked-after children
- Pupils from refugee/asylum-seeking families
- Young carers

### **Equalities information as at January 2023 (%)**

It may be possible to identify individuals from the information provided when the number of pupils with a particular characteristic is low and the information is sensitive and personal. These cases are indicated with an asterisk\*.

#### **Gender: %**

- Female 48
- Male 52
- Pupils expressing gender identity preference 0

#### **Race/Ethnicity %:**

- Any other Asian background 0.4
- Any other Black background 4
- Any other mixed background 11.6
- Any other White background 0
- Any other ethnic group 8.4
- Black – African 4.4
- Black Caribbean 0.4
- Chinese 6.8
- Indian 7.2
- White – British 36.4
- White – European 10.4
- White – Irish 1.6
- White – Other 0.4
- White and Black African 0.8
- White and Black Caribbean 1.2
- White and Chinese 0
- Yemeni 0.8

**Pupils with English as an Additional Language (EAL) %:** 45

#### **Pupils' religion/belief: (%)**

Baptist	1
Buddhist	1

Catholic	45
Christian	11
Church of England	6
Hindu	5
Muslim	19
Sikh	1
None	10
Other	1
Refused	1

**Pupils with a disability: \***

**Pupils eligible for Free School Meals (FSM) %** 20

**Pupils eligible for Pupil Premium Funding (ever 6) %** 25

**Pupils with Special Educational Needs (SEN): %** 27

**Looked after children: \***

**Young carers: \***

Through rigorous tracking and monitoring of individuals and all groups of children, including their progress and attainment, and by providing equal opportunities to access the curriculum and activities, we continuously strive for all groups of pupils (protected and those who do not share the same characteristics) to achieve their very best over their time in our school.

In 2019, the exception to this success was an identified group of pupils with similar behavioural/emotional challenges and needs. Bespoke provision, reduced pupil: staff ratio and closely monitored learning-behaviour and achievements are in place, aiming to ensure that any gaps in achievement between these pupils and other pupils is diminishing as they progress through key stage 2.

**Equality Objectives** (to be updated every 4 years – these are our revised objectives for 2023-2026)

**Specific Objective 1: (reviewed and revised 2019 objective)**

To closely monitor and support the needs and achievements of the most vulnerable pupils in key stage 2. Focus will be on identifying any changes in barriers/challenges, addressing specific needs and measuring the diminishing gaps between their individual achievements and those of other pupils in their year groups.

**Specific Objective 2:**

Through our Behaviour Policy and our established anti-bullying KiVa School status, embed the expectation that pupils should strive to be 'Kind, Respectful and Ready' to learn in a calm, stable, acceptable learning environment. Through appropriate induction, preparation and training, increase the confidence of all adults in supporting those pupils with SEN whose behaviour is at times confronting, and with tackling harmful, hurtful activities including cyber-bullying, and supporting our young pupils' sexual identity and orientation (LGBTQIA+).

**Specific Objective 3:**

To anticipate and meet the needs of incoming pupils from disadvantaged, hard to reach, refugee and 'working poor' families. St Vincent's is a warm, welcoming, nurturing environment where new pupils and their families should expect to feel supported with admissions, meeting individual and specific needs, and to be treated with dignity and respect.

**Updated January 2023**

**Approved by the full Governing Board at their meeting of 27<sup>th</sup> March 2023**