

ST MARY'S GREENFIELD – EQUALITY INFORMATION AND OBJECTIVES 2017

At St Mary's C.E. (A) Primary School we seek to value everyone, and our school is committed to equality in practice.

We welcome our legal duties to eliminate discrimination, and to promote community cohesion.

The Equality Act 2010 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 (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect;
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair;
- St Mary's is a school committed to producing good citizens – locally, nationally and globally.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, pupils, parents and others in the following ways:

- All staff and children in school have the right to be respected, the right to learn and the right to be safe;
- Created an ethos of pastoral care in the school with specific pastoral interventions and a named member of staff for vulnerable pupils
- Questionnaires to gain feedback from pupils, parents and carers and staff.
- Class and whole school assemblies embrace the breadth of cultures;
- The school curriculum is designed to enable children to understand and respect diversity;
- Regular meetings with the school SENCO and class teachers for parents of vulnerable children.
- Effective system of playground young leaders.
- Pupil input into charity work
- All racist and hate incidents recorded and reported to LA and acted on appropriately in consultation with parental support.

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Pupils information

Up to Key stage 2 basic characteristics trends						
Breakdown	2015		2016		2017	
	School	National	School	National	School	National
Male %	48.8	51.0	48.3	51.0	51.4	51.0
Female %	51.2	49.0	51.7	49.0	48.6	49.0
Ever 6 FSM %	1.4	26.0	1.4	25.2	1.0	24.3
Minority ethnic groups %	1.7	30.7	1.7	31.6	2.8	32.3
SEN with EHC plan %	0.0	1.4	0.0	1.3	0.0	1.3
SEN support %	6.3	13.0	6.6	12.1	5.2	12.2
Number on roll	207	269	211	275	210	279
English additional language %	0.0	19.5	0.6	20.1	0.0	20.7
Stability %	88.7	85.9	90.1	85.7	93.9	85.7
School deprivation indicator	0.07	0.24	0.05	0.21	0.05	0.21

Our Equality Objectives

- Educate all about discrimination and prejudice and promote a harmonious environment;
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress;
- To ensure that fixed term and permanent exclusions remain low;
- Ensure that the employment of staff is in line with the equal opportunities legislation.