

Equality Scheme 2017 – 2020



St Vincent's Catholic Primary School

School Mission Statement

To love, serve and learn as Jesus shows us

Information last updated: November 2019

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This scheme is informed by our Equality policy and complies with the Equality Act 2010. It outlines both the data and current issues and actions relating to ethnicity, religion/belief and socio – economic factors of the community of St Vincent's Catholic Primary School. As an inclusive school we ensure that pupils are able to access the curriculum, make progress and encourage full participation in activities that are on offer to them.

The following school data was collated in November 2019 and National data for comparison was collated based on the January 2019 census.

Contextual Summary Statement (A full version is available in school)

School / Cohort profile

The school is 1.5 form entry with 8 non-mixed classes and a standard admission number of 45, although most classes now equate to a single form intake. From September 2019, the PAN has been reduced to 30 following a period of consultation. Each class is taught by a full time teacher, except Y1 and Y3 which is a job share. The staff profile is made up of a range of ages and levels of experience, but there are more female than male staff. The teachers are supported by a team of 5 Teaching Assistants. One Teaching Assistant is employed to specifically support PE and Sport.

The children attending school come from a wide range of backgrounds although housing is predominantly private and most parents are in full or part time employment. Levels of deprivation are below national average based on a range of measures including: an IDACI score of 0.07 (below the average for Warrington at 0.14), pupil premium and free school meals.

Each cohort varies in the proportion of the number of children in each of the groups analysed below. The following information was accurate at the time of collection in November 2019:

<i>Gender</i>	Currently the whole school population is slightly biased towards boys who make up 52%, compared to 48% girls.
<i>Religion/faith</i>	Baptised Catholic children make up 85.3% of the whole school population. The remaining children are Christian, of another faith or do not specify a religion.
<i>Special Educational Needs</i>	Currently, 15.3% of children have identified SEN which is broadly in line with national average (14.9%), however the improved provision for earlier intervention should reduce this further as effective support diminishes differences. 0.6% of children currently receive top-up funding due to an EHC Plan which is below the national average of 3.1%.
<i>Disability</i>	0.6% of children in the school are disabled.
<i>Pupil Premium</i>	We receive pupil premium funding for 6.2% of children across the school. Excluding the Universal Free School Meals in Early Years and KS1, 3.1% of children in KS2 children are entitled to Free School Meals which is below national average of 15.8% (January 2019).
<i>Ethnicity and English as an additional language</i>	The percentage of children in school whose ethnic background has been defined by parents as something other than white British is 7.3% which is below the national average of 33.5% (January 2019). The percentage of children with English as an additional language (3.4%) is also below the national average of 21.2% (January 2019).

Bullying and Discrimination

The school has an anti-bullying policy supported by clear procedures for dealing with incidents of bullying and other behaviour. Any incidents of bullying are reported to the Governing Body along with information about how it was dealt with.

Any behaviour incidents which may take place are usually low level, however, all issues are dealt with immediately and a resolution sought, following the Behaviour Policy. Any issues which arise usually relate to friendship and conflict. Records are kept of any incidents which may take place.

Performance Trends

Analysis of EYFS, KS1 and KS2 Data (3 year trends) is kept in school. As a school we carry out rigorous and regular monitoring and analysis of all pupils and their progress so that the Headteacher, Senior Leadership Team, Middle Leaders and all teaching staff can use the information to ensure the appropriate progress is made by all pupils irrespective of race, disability, socio-economic background, belief or gender.

All data analysis informs teacher planning, whole school planning (eg support timetable, CPD) in addition to our School Improvement Plan. It also informs other action plans as appropriate and has helped to inform our equality objectives.

Equality Objectives 2017 – 2020

How we chose our Equality objectives:

Our Equality objective setting process has involved gathering evidence as follows:

- Pupil tracking and assessments
- Reports of any incidents (including behaviour records and exclusion record)
- Multi agency reports
- Inclusion in school activities eg clubs, visits etc
- ASP / IDSR / FFT data
- Child Protection, Child In Need and Looked after children information

It has also included gaining information from as many stakeholders as possible.

The evidence was then analysed in order to choose objectives that will fulfil our legal obligation to:

- 1) Promote equality of opportunity for members of identified groups
- 2) Eliminate unlawful discrimination, harassment and victimisation.
- 3) Foster good relations between different groups in terms of:
 - Ethnicity
 - Religion or belief
 - Socio-economic background
 - Gender and gender identity
 - Disability
 - Sexual orientation
 - Age

Objective 1

To raise pupils awareness of equality and diversity (General Duty 1)

Objective 2

To ensure that the needs of all children, including vulnerable children are met and they are not disadvantaged due to or despite of their gender, race, disability or other factor (General Duty 2)

Objective 3

Ensure all have equal access to all aspects of the curriculum and that all are making good progress (General Duty 2)

Objective 4

Ensure equality of opportunity at after school clubs (General Duty 2)

Objective 5

To raise children's awareness of diversity globally through development of the Curriculum (General Duty 3)