



St James' CE (Aided) Primary School

October 2023

EQUALITY OBJECTIVES 2023 - 2024

Equality Information

We recognise that the public sector equality duty has three aims and they are to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who have a shared characteristic and those who do not

The Leadership Team and Governors at St James' Primary School will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.)

Pupil related data

As of September 2023, St James School has 628 pupils. 68% of these students have a White British background, with 32% coming from other mixed ethnic backgrounds.

The number of boys and girls in the school is broadly equal with a weighting towards the girls at 52%. Their progress is also more or less equal when measured across the school.

The number of students who take who qualify for pupil premium funding (are having free school meals or have done so in the last six years) is below average (7.9%) set

against national levels (23.8%) as is the number of students with an EHCP (1.1%). The percentage of children on the SEN register is below the national figure.

A significant number of our children have English as an additional language (34.5%). Absence levels in 2022 – 2023 were 5%. It was similar for all the groups analysed, although pupil premium children had a higher rate of absence at 7.1%.

Persistent absence for all children was 11.5% and for pupil premium children the figure was 18%.

Overall student levels of attainment are above (or well above) average for progress and attainment from the last set of performance data we have available (summer 2023) with the exception of Year 1 phonics outcomes and KS2 progress in Maths for disadvantaged children.

Equality Objectives

We aim to provide the highest possible education for all at St James' CE Primary School. The ethos of our school clearly reflects our commitment to fully including, respecting and supporting all members of our school community whatever their cultural background, belief, gender, race, background or disability.

Having referred to and analysed our equality information we have set ourselves the following objectives:-

Objective 1: To ensure that the school closes the gap for overall attendance & persistent absence for disadvantaged children and their peers.

Objective 2: To ensure that pupil premium children continue to make progress that is at least in line with national averages, particularly in Maths.

Objective 3: To ensure that all areas of the school are fully accessible to all children, regardless of physical need or disability.

These objectives will feed into the School Development Plan and will be monitored termly by the school's Leadership Team and Governing Body.

Review of Equality Objectives 2022 – 2023

Objective 1: To ensure that the curriculum effectively supports the needs of all children, with particular reference to vulnerable groups with the result that all learners make good progress from their starting points.

Review of objective 1: Progress was above national for all learners at Key Stage 2 in all subjects, and significantly above in Reading. Progress in Reading was higher than all pupils nationally and slightly below (but broadly in line) for Writing. However,

progress in Maths was below all pupils and FSM pupils nationally. Progress in Maths will be a school priority in 2023-24.

Objective 2: To ensure that the school lowers the rate of persistent absence for disadvantaged children.

Review of objective 2: Persistent absence for pupil premium children lowered over the course of the school year, starting at 16% in December 2022 and reducing to 12% in July 2023. The school's next step will be to further close the gap.