



St James' CE (Aided) Primary School

November 2021

EQUALITY OBJECTIVES 2021 - 2022

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 2021, St James School has 628 pupils. 70% of these students have a White British background, with 30% coming from other mixed ethnic backgrounds.

The number of boys and girls in the school is more or less 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 (6%) set

against national levels (27%) as is the number of students with an EHCP (0.7%). 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 (27.7%).

Absence levels in 2020 – 2021 were 4.3%. It was similar for all the groups analysed, although pupil premium children had a higher rate of absence at 6.9%

Overall student levels of attainment are above average from the last set of performance data we have available (summer 2019).

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 or disability.

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

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.

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

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