

Equality statement - 2016

At St Stephen's Junior School, we are committed to ensuring quality of education and opportunity for all pupils, staff and all those receiving services from the school. We aim to develop a culture of inclusion and diversity in which differences are celebrated.

We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents.

As a school we uphold the advice within the Equality Act 2010. We ensure that our pupils are not unlawfully discriminated against because of their sex, race, disability, religion or belief or sexual orientation. This is taken into account in relation to our admissions, our education provision and our facilities.

In order to fulfil our duties within the Equality Act we will:

- ensure that every individual within the school has the same opportunities to succeed and reach their potential. This will be at the heart of the school's values system
- address any inequality or discrimination that may occur within the workforce and the school
- ensure that we take reasonable steps to try and avoid placing our disabled pupils at a disadvantage to other pupils
- celebrate and embrace the diversity which exists within the school community and beyond
- ensure that our curriculum reflects and takes into account equality and diversity issues
- encourage involvement from parents and the wider community
- actively monitor the data and school participation of those children with protected characteristics
- create and publish equality objectives based on key areas for development
- create and publish accessibility plans for our disabled pupils

Assessing and monitoring

As part of our ongoing assessment we will look at both quantitative and qualitative indicators to judge how effectively we are fulfilling our equality duties

Quantitative indicators to include:

- Key Stage 2 results
- Attainment data across the school
- PPR meetings

- Attendance records
- Parent forums and communication
- Behaviour logs
- Family support logs
- School council meetings
- PASS surveys
- Diversity represented in extra-curricular activities and within school roles and responsibilities

Qualitative indicators to include:

- Playground interaction
- Welcoming ethos of the school
- Attitudes of the children
- Children's adoption of the school values
- Class discussions and written work
- Local community links
- Pastoral care of pupils
- Diversity reflected across the school environment

As part of our ongoing assessment we actively monitor our attainment throughout the school and analyse progress made by different groups of pupils.

Our 2016 Key Stage 2 data reflects how well our different groups perform. For example:

- 100% of EAL children achieved the expected standard in Maths (compared to a national average of 70%)
- 92% of EAL children achieved the expected standard in Writing (compared to a national average of 74%)
- 86% of boys achieved the expected standard in Writing (compared to a national average of 68%)

If our ongoing analysis highlights that a particular group of pupils are not progressing in line with their peers, then a specific intervention will be introduced to remedy this. However, at St Stephens we also believe that equality should not just be seen in the curriculum. We encourage a wide range of after school clubs made accessible to all.

Recent examples of interventions to improve equality of opportunity for pupils with protected characteristics include:

- Year 5 boys Kindle group
- New EAL assessment process across the school
- Sensory circuits sessions aimed at boys with sensory difficulties
- Girls after school football club

- After school language clubs
- Boys dance troop

At St Stephen's we are also committed to eliminating discrimination and celebrating difference across the school. Recently this has been explored through:

- Anti-bullying week – Nov 2016
- World Cerebral Palsy Day
- SEAL groups
- PSHE sessions
- Monthly values and planner
- Visits to a local Mosque

Equality objectives

From analysis of our academic data and extra-curricular activities we have created equality objectives that as a school we are working towards:

2016-2018

To increase participation by SEN and Pupil Premium pupils in after school clubs and activities

To narrow the gap in reading ability for boys in the upper school.

To ensure effective use of Pupil Premium funding to close attainment and progress gaps

To increase pupil's knowledge and attitudes towards diversity in order to celebrate and appreciate difference within the school community and beyond.

This equality statement should be read in conjunction with a range of further school policies including the behaviour policy, the anti-bullying policy and the SEN information report