

Equality statement - 2024

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
- School council meetings
- Boxall Profiles
- 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 latest Insight report, based on our Key Stage 2 data, reflects how well our different groups perform and where improvement can still be made to increase the progress for particular groups:

- Our results are in line with the national picture for gender in that our girls achieve better in Reading and Writing, and our boys achieve better in Maths. However, progress has been made in closing this gap.

- Our EAL children perform particularly well. As a group, their Key Stage 2 results outperformed our Non-EAL students in Writing and Maths and match the non EAL pupils in reading.

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 Stephen's Junior School we also believe that equality should not just be seen in the curriculum we offer a wide range of after school clubs, which are made accessible to all.

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

- EAL support groups
- Nurture groups set up
- A Movement Intervention group aimed at boys with sensory and social difficulties
- Lego Therapy Intervention
- Attending inclusive sports events
- BEAM physical movement programme

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

- Anti-bullying week and anti-bullying ambassadors
- Playground Leaders
- The Jigsaw PSHE programme
- Positive noticing day
- A new programme of cultural events to celebrate different cultures across the year
- Assemblies
- Visits to local places of worship

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:

2023-2025

To introduce SEND/nurture groups in response to an increase in the high level of needs across the school. To resource, plan and monitor these groups to ensure the provision provided means that all children are making progress regardless of academic level or SEN need.

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

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

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

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