

The St. Bart's Multi-Academy Trust

Equalities Information and Objectives Statement



Academy:	St Saviour's CofE Academy
Year:	2023 - 2024

Promoting equality is at the heart of the St Bart's Multi- Academy Trust's mission. Our moral purpose is to provide the best education and curriculum in all our academies, enabling every child to realise their full potential. A commitment to equality of opportunity for both pupils and staff is at the core of everything we do. Through the positive promotion of equality, and also by challenging any form of bullying and harassment and creating an environment which champions respect for all, we aim to eliminate discrimination and fulfil our obligations under the Equalities Act 2010.

Vision Statement

With our faith and love, we believe, grow and achieve in ourselves, each other and our community. So we must...

"...love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples". John 13:34-35

We live out our vision through our school values of *honesty, perseverance, respect, aspiration, friendship and forgiveness*.

Specific Statutory Duties

St Saviour's CofE Academy aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

St Saviour's CofE Academy has a statutory duty to publish an Equality Information and Objectives Statement, as such we will publish this statement and our objectives on the Academy website and raise awareness of the plan through the Academy newsletter/social media, assemblies/worship, staff meetings and other communications.

The Academy Equality Objectives are updated every 4 years with progress analysed annually. The Academy must publish information relating to persons who share a relevant protected characteristic who are affected by their policies and practices, this information will be updated annually.

Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010

St Saviour's CofE Academy eliminates discrimination by:

- Policies are in place to cover anti-bullying, behaviour, staff pay and appraisal.
- Governor meeting minutes show equality is discussed and relevant actions taken.
- Equality issues are recorded and presented to governors, with relevant action taken.
- Single equality objectives are identified and published. Actions are embedded into school development plans as appropriate.
- Regular monitoring the curriculum to ensure that the needs of all our pupils are met and that it promotes respect for diversity and challenges negative stereotyping ;
- Tracking pupil progress to ensure that all children make rapid progress and intervening when necessary;ensuring that all pupils have the opportunity to access extra-curricular provision.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

St Saviour's CofE Academy will advance equality of opportunity by:

- Safer recruitment processes are in place, including panel selection and decision making that is removed from the 9 protected characteristics.
- Attainment data reviews different pupil groups e.g. gender, EAL and disadvantage. Relevant actions for specific pupil groups are built into action plans and school development.
- Bullying incidents are recorded and presented to governors, which shows very low incidence of bullying overall, but also specifically related to a protected characteristic.
- Accessibility plan (see <https://www.stsaviours.academy/information/equality> page) in place, with adaptation for those with disability e.g. disabled toilet access for pupils and adults.

Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

St Saviour's CofE Academy aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Relationships with parents fostered through clear, regular communications by letter /email/text and parents' evenings. This includes ad-hoc welcome meetings and individual meetings and/or discussions with parents where there is an additional need.
- Assemblies are used to promote diversity, friendship, and understanding of a range of religions and cultures.
- By making collaboration and community a priority for school development.
- Ensuring aspects of the curriculum promote tolerance, friendship and raise awareness of a range of religions and cultures

Pupil Characteristics – Academic Year 2023 - 2024

Total Number of Pupils on roll: 182

	Male	Female	FSM	PP	EAL	In Care / Looked After	SEN Support	EHCP	GRT
Nursery	13	12	0	1	2	0	0	0	0
Reception	10	7	4	5	1	0	1	1	0
Year 1	14	16	6	6	2	0	1	0	0
Year 2	9	14	4	6	0	1	3	1	0
Year 3	11	12	13	14	0	0	6	1	0
Year 4	8	9	6	7	1	0	3	1	0
Year 5	14	17	13	14	2	0	6	0	0
Year 6	15	9	9	10	2	0	3	1	0

Ethnic Categories NB the list of ethnicities is provided by the DfE's Common Basic Data Set.

White – British	159	White - Irish	0	Traveller of Irish Heritage	0
Gypsy / Roma	0	Any Other White Background	3	White and Black Caribbean	6
White and Black African	1	White and Asian	1	Any other mixed background	0
Indian	1	Pakistani	0	Bangladeshi	2
Any Other Asian Background	2	Black Caribbean	0	Black - African	2
Any Other Black Background	0	Chinese	1	Any Other Ethnic Group	1
Refused	0	Information Not Obtained	11		

Religion and Belief NB the list of religion and belief is provided by the DfE's Common Basic data Set.

Baptist	2	Free Church	0	Muslim	4	Seventh Day Adventist	0
Buddhist	0	Greek Orthodox	0	No Religion		Sikh	0
Church of England	7	Hindu	3	Quaker	0	United Reform Church	0
Christian	56	Jewish	0	Roman Catholic	0	Other Faith	0
Congregational	0	Jehovah's Witness	0	Russian Orthodox			
Christian (Ecumenical)	2	Methodist	1	Salvation Army			

Equality Objectives – 2023-2026

St Saviour's C of E Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Our approach to equality is based on the following 7 key principles:

1. All learners are of equal value. Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. We recognize, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
6. We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential.
7. We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education the most vulnerable groups of pupils raises standards across the whole school.

St Saviour's CofE Academy has established the following objectives:

Link to Public Sector Equality Duty	Objective	Measures taken	Responsibility	Success Criteria	Review of Measures taken Year 1	Review of Measures taken Year 2	Review of Measures taken Year 3	Overall Impact Year 4
Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	To develop awareness of own identity and an understanding and tolerance of other cultures. We will provide opportunities for all children to understand, respect and celebrate difference and diversity.	Children are taught about a wide range of cultures and faiths through a highquality curriculum. Children have extracurricular opportunities including visits, experiences to enhance their understating of	Principal, SLT, Teachers, Support Staff.	All academy events have children from a variety of groups and backgrounds. All pupils regardless of backgrounds have access to a high-quality curriculum. Pupils' voice is heard and actions taken regarding feedback of				

		<p>programme tailored to their individual needs.</p> <p>SENCO to provide Support Plans for all children with EHCPs and/or 1:1 support and monitor how these are being utilised in class</p> <p>SENCO to ensure that all children with IPPs have SEN programmes, including child friendly targets, that are worked towards on a daily basis and updated as soon as they are achieved</p> <p>To ensure that parents are more actively engaged in supporting their pupils by parents and key staff working together to set and review IPP targets, working on child friendly</p>						
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		<p>targets at home and through support from professionals. SENCO to model and support TAs in class to ensure interventions are well matched to the needs and are well scaffolded</p> <p>Ensure pupils working just below expectations make accelerated progress through targeted intervention</p> <p>Identifying children who are falling behind in PP meetings and identifying appropriate intervention from our School Offer (provision map)</p> <p>Measuring impact through entry and exit data</p> <p>Identifying vulnerable children and putting in appropriate support</p>	<p>Principal, SLT, Teachers, Support Staff.</p>					
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		<p>swiftly Develop specific, needsbased Maths and Literacy interventions which meet the needs of all pupils to be carried out by TA s</p> <p>Develop specific, needs based programme of training for support staff to ensure that they are confident and skilled at carrying out specific interventions</p> <p>To share good practice amongst support staff during allocated meeting time.</p> <p>Rigorous monitoring of data which analyses specific groups – SEN (including disability), gender, ethnicity, PP, FSM</p>						
Advance equality of opportunity between people who	To monitor and analyse pupil achievement by race, gender and disability and act	Tracking of pupils attendance at all levels (Whole school/ethnic backgrounds/disa	Principal, SLT, Teachers, Support Staff	All children make progress from starting points regardless of ethnicity,				

<p>share a protected characteristic and people who do not share it</p>	<p>on any trends or patterns in the data that require additional support for pupils. The school will strive to ensure that children from all groups continue to make progress at least in line with their peers to meet or exceed national expectations in English and Mathematics.</p>	<p>dvantaged/SEN/EAL) and measures put in place to support families with barriers. Equal opportunities for parents to be heard and support in removing barriers to poor attendance. Processes in place to track data and progress of all children and close the attainment gap for children regardless of background or starting points.</p>		<p>background. Children not making progress are identified and interventions have a positive impact on progress. School data is line with National Data for Reading, Writing and</p>				
<p>Foster good relations between people who share a protected characteristic and those who do not</p>		<p>Through assemblies, RE and PSHE lessons: Encourage all children to understand and embrace each other's' differences Develop role of older children as mentors/buddies/sports captains – to support younger children,</p>	<p>Principal RE Lead PSHE Lead ongoing</p>	<p>All children feel cared for and looked after by adults and other children within the school. Pupil voice reflects high levels of pupil safety, understanding and the school values. Raised aspirations due to feeling of value and respect throughout the school</p>				

		<p>children new to the school, during whole school events</p> <p>Through School Council: Develop role of school council and pupil voice through regular meeting with the SLT and class councils.</p>		community.				
<i>Foster good relations across all protected characteristics</i>	To improve the attendance of all groups of children in line with national expectations.	Attendance processes followed in order to support families and promote high attendance.	Principal SLT, SEN Co	Attendance figures for all children are in line with National figures. Children with SEN have attendance in line with National figures. Children regardless of background, ethnicity and religion have high levels of attendance.				