

ST PAUL'S C of E (VA) PRIMARY SCHOOL

St Paul's C of E Primary School

Life in all its fullness

Equality Information and Objectives

Created: March 2021

Reviewed: March 2026

'Life in all its fullness' John 10:10

- *We nurture a passion for wisdom so everyone can realise their full potential*
 - *We respect and love everyone as individuals*
 - *We celebrate and serve our diverse community*

The three core Christian values of wisdom, love and welcoming community, form the basis of work in our school community

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1. Aims

Our school 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

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information and objectives are updated at least every year
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor, they will:

- Meet with the designated member of staff for equality regularly and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document

- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Analyse school data to determine strengths and areas for improvement and implement actions in response

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education and activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1

Improve the attendance rates of disadvantaged children

Why we have chosen this objective: attendance data shows that disadvantaged children have lower attendance than that of others

To achieve this objective, we plan to: update attendance policy, use the 3 letter system to address issues of poor attendance, regular, half termly reviews of attendance data, regular reminders in newsletters and building a good strong, professional relationships with families

Progress we are making towards this objective: Gaps are closing, current attendance of pupil premium children (39 pupils) is **91.62%** vs Non- pupil premium (147 pupils) **93.69%** - 13 April 2023.

16.02.24 - the gap has closed further

	Pupil Premium	Non-pupil premium
Reception	91.4	91.5
Year 1	97.4	97.5
Year 2	90.8	93.5
Year 3	95.8	92.5
Year 4	95.7	96.5
Year 5	93.6	96.2
Year 6	88.0	97.2
overall	93.2	94.9 (+ 1.7)

10.03.26 - the gap has closed further

	Pupil Premium	Non-pupil premium
Reception		
Year 1	93.46	96.64
Year 2	95.98	94.30
Year 3	97.32	96.70
Year 4	94.51	97.55
Year 5	91.60	96.75
Year 6	94.32	90.59
overall	94.64	95.49 (+0.85)

Objective 2

To raise attainment for boys in writing

Why we have chosen this objective: Targeted attainment for boys writing, September 2019, were mostly lower than those of the girls.

To achieve this objective, we plan to: continue to rigorously monitor individual pupils' attainment and progress, put in place any SEND or PP plans that are required, to introduce and embed The Literacy Tree – a structured approach to teaching writing, each term consider choices of class texts to ensure a balance of genres that interest both boys and girls.

2023/24 – implementing The Literacy Tree, developing strategies to support children new to English, Bell Language school assessments

16.02.24 - Targets are now variable between year groups, in some cases boys are targeted higher than girls and in some cases very similar

	Boys	Girls
Year 1	75%	75%
Year 2	88.9%	41.7%
Year 3	66.7%	72.7%
Year 4	50%	66.7%
Year 5	68.4%	66.7%
Year 6	64.7%	33.3%
Average	68.95%	59.35

April 2026 - The gender gap in writing outcomes is closing between boy and girls

Summer 2 (2024 – 2025)		
	Expected or above standard	
Boys	45%	
Girls	59.1%	
	Gap	14.1%

Spring 2 (2025 – 2026)		
	Expected or above standard	
Boys	47.5%	
Girls	56.9%	
	Gap	9.4%

Objective 3

Plan opportunities within the curriculum for pupils to learn about the diversity of cultures

Why we have chosen this objective: Having developed and introduced our new curriculum, we continue to ensure that our curriculum reflects the cultural diversity within the city that we live in

To achieve this objective, we plan to: Knowledge of festivals from other cultures is shared in class, taught through the RE curriculum, invite visitors/parents from other cultures into to school to talk about their culture, ensure diversity is reflected through the different countries explored in Geography, sections of history learnt, through a variety of art and music studied.

Progress we are making towards this objective: Making more use of places in Cambridge to enhance our curriculum.

16.2.24 – see outcomes of School Improvement Plan 2022/23, an increase in the number of opportunities to explore Cambridge and all that it has to offer.

2023/24 School Improvement Plan – development of the performing arts and further opportunities to watch and take part in performing arts from different cultures.

10.03.26 – The school has mapped out all opportunities within the curriculum giving a broad range of experiences across all subject areas and year groups.

9. Monitoring arrangements

The headteacher will update the equality information we publish at least every year.

This document will be reviewed by governing board and headteacher at least every 4 years.

This document will be approved by governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment