

St Bonaventure's Primary School Equality Objectives 2021-24

St Bonaventure's RC Primary School is committed to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity within our school and the wider community.
- Fostering good relations and promoting positive attitudes to differences between people of different backgrounds, genders, sexual orientation, ethnic origins, cultures, faiths and capabilities.

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation. The leadership Team and Governors at St Bonaventure's RC Primary School will review the progress we are making towards our equalities targets annually and with regard to the above groups.

This policy is in line with the Equality Act 2010.

Characteristics	Breakdown 2021-22
Number of pupils	381
Number of staff (full and part time)	61
Number of governors	12
Religion	Catholic 67% other Christian faith 17% other faiths 4%
Pupil Premium	8.9%
Ethnicity	White (all backgrounds) 78% Black (all backgrounds) 5% Mixed 10% Asian 4%
English as an additional language	28.6%
Special education needs	8.9%
Attendance	2019-20 93.78% 2020-21 97.39% 2021-22 92.75%

Based on an analysis of our results and the contextual data of the school, we have identified the following objectives as key areas for development.

Equality Objectives to be seen in conjunction with the Access Plan

Element	Objectives (Written, 2021)	Data set used	Person responsible	Review 2021-22	Review 2022-23	Review 2023-24
Attainment and Progress	<ul style="list-style-type: none"> To raise attainment of identified underachieving groups To raise the attainment of the lower 20% of pupils in each class in RWM 	<ul style="list-style-type: none"> Data Pack T6 2021 	SLT	<ul style="list-style-type: none"> Investigate the historical maths data to identify the reason for the difference in progress between boys and girls. Support EAL pupils in reasoning and problem solving to improve outcomes 		
Teaching and Learning	<ul style="list-style-type: none"> Teachers develop ownership for holistic provision for all their pupils 	<ul style="list-style-type: none"> SEMH questionnaire 2021 Data Packs Parental survey T4 Post-pandemic concerns 	Teaching staff	<ul style="list-style-type: none"> Embed SEN team across the school Develop an approach to supporting learners with dyslexia/dyscalculia at St Bons Develop a school Relationships and Behaviour Policy 		
Attitudes and belief	<ul style="list-style-type: none"> Ensure termly theme outcomes provide opportunities for children to live out Catholic values in the wider community 	<ul style="list-style-type: none"> Curriculum Review T6 2021 Pandemic experiences 	All staff			
Leadership and Management	<ul style="list-style-type: none"> Ensure that all middle leaders develop their area of responsibility so that it represents the demographic of St Bons and the wider diversity of the UK 	<ul style="list-style-type: none"> Curriculum Review T6 2021 SLT learning walk T4 2021 Feedback from Reading and Equalities Champion 	SLT	<ul style="list-style-type: none"> All middle leaders to carry out a curriculum review through an equality lens 		

Parents and carers	<ul style="list-style-type: none"> • Ensure all parents have access to support 	<ul style="list-style-type: none"> • Feedback from parents • Communication with parents during lockdown • Home learning participation monitoring 	All staff	<ul style="list-style-type: none"> • Create parents' SEN and EAL support groups • Secure an induction process that engages parent support for new arrivals 		
---------------------------	-----------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--