



Equality Information and objectives 2021

Purpose and Rationale:

At Baden Powell Primary School we recognise that the public sector equality duty has three aims and these are to:

- Eliminate unlawful discrimination, victimisation and harassment
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who have a shared characteristic and those who do not.

The purpose of our Equality Information and Objectives is to make clear our commitment to tackling barriers which could lead to unequal outcomes and promote our belief in celebrating the diversity that lies within our school.

We believe that promoting equality of opportunity and tackling any form of discrimination is the responsibility of every member of staff within the school and through this community approach we will ensure that every member of the school community will feel safe, secure, valued and of equal worth.

Mission Statement:

The Senior Leadership Team, Senior Management Team, Lead Teachers and Governors be proactive in reviewing school evidence and ensuring that any discrimination in outcomes in relation to the protected groups under the Equality Act (see Baden Powell Single Equality Policy 2014) be tackled

rigorously in order to ensure that all members of the community are achieving to the best of their ability.

The Self-Evaluation process and the School Improvement Plan should stipulate the groups and the steps being taken to close any learning gaps that may exist. Through high quality first teaching and strong data analysis these gaps should be eliminated over time.

This process should be supported by a positive and consistent use of the behaviour policy to ensure that all children are free from bullying and leads to a highly engaging learning environment that seeks to promote respect for the rich diversity within the school, the locality, the national context and the international context.

Pupil Related Data:

School records show that we have 208 pupils on roll. Of these 203 children data shows that:

The school population consists of roughly equal amounts of boys and girls.

The number of children who take or are eligible for Free School Meals is currently 36% - this is well above the national average.

The number of children with a statement of Special Educational Needs is currently 2.5%

The number of children designated as Special Educational Needs School Support is 15%

Black African heritage children make up 19% of the school population.

Black British or Caribbean heritage children make up 12% of the school population

Bangladeshi heritage children make up 4% of the school population.

Indian heritage children make up 8% of the school population.

Any Other Asian heritage makes up 4% of the school population.
White British heritage children make up 7% of the school population.
White Eastern European children make up 4% of the school population.
Turkish and Turkish Cypriot children make up 17% of the school population.
Mixed Black and White heritage makes up 5% of the population.
Any Other Mixed heritage makes up 5% of the school population.

There have been 2 exclusions for the previous academic year.

Attendance is 94% which is in-line with national figures (Covid 19 figures).

Equality Objectives 2020-21

- To narrow attainment and progress gaps that may have arisen between vulnerable groupings and their peers.
 - To reduce the gender differential between boys and girls in reading and writing.
 - To reduce the attainment and progress differential between SEN children and their peers.
 - Reduce the attainment and progress gap between highlighted ethnic groupings and their peers.
- To continue to monitor attainment, progress and attendance on race, gender, disability or disadvantage and highlight and tackle any patterns that emerge to the detriment of highlighted vulnerable groupings.
- To increase the number of children working at greater depth across each key stage – especially those children from highlighted vulnerable groupings.
- To ensure all children, staff and parents are not discriminated against on ground of race, gender, disability, faith, or sexual orientation.

Governor Signature:

Headteacher Signature:
