



St Philip Westbrook C of E Aided Primary School

Equality Information and Objectives Statement 2017/18

Our school makes all members of our community feel welcome and valued. Our school vision and Christian values promote inclusion and equality and tackle discrimination. We have high expectations for all our pupils irrespective of their age, disability, gender reassignment, race, religion or belief, sex or sexual orientation. Our equalities statement is guided by the following core principles:

- Our school Christian values of respect, compassion, perseverance, hope, trust, fellowship, fairness, and wisdom underpin all that we do.
- We have the highest expectations for all pupils, and staff lead by example to realise our vision where **‘Together we aim high, and with God’s love we can fly’**.
- Behaviour and safety are given the highest priority.
- We treat others as we would like to be treated ourselves and show consideration, understanding and care to all.
- We foster the highest standards of positive attitudes and relationships, and a shared sense of community and belonging.

In line with the PSED (Public Sector Equality Duty) of the Equality Act 2010 we publish the following data:

Characteristic	Breakdown
Number of pupils	488 pupils 242 male 246 female
Number of staff	69 4 male 65 female
Number of governors	16 5 male 11 female
Religion	Church of England
Pupil Mobility	of the current NOR joined the school during this academic year (excluding Reception)
	of the current NOR left the school during this academic year (excluding Y6)
Free School Meals	4 children
Eligible for Pupil Premium	29 children
Ethnicity	398 White British children 14 Other White children 3 Black African children 23 Asian children 3 Chinese children 1 Black Caribbean children

	10 Indian children 4 Pakistani children 32 children in any other ethnic groups combined
English as an additional language	70 children
Special Educational Needs	19 children
Average attendance rate (last academic year)	96.25%

Our Equality Objectives 2017/18

- To ensure that the needs of all children, including vulnerable children, are met and are not disadvantaged due to their gender, race or disability.
- Ensure all have equal access to all aspects of the curriculum and that all are making good progress.
- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities with particular reference to issues with equality and diversity.
- To promote cultural development and understanding through a rich range of experience both in and beyond the school.
- To avoid deterministic notions of fixed ability and to model teaching and learning behaviours that develop an open mind and avoid labelling.
- To ensure that children have an understanding that the freedom to choose and hold other faiths and beliefs is protected in law through direct teaching and collective worship.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To teach a range of strategies to aid resilience in relation to mental and emotional health.
- To raise pupil awareness of equality and diversity and further develop global awareness through our links with schools in South Africa and China.
- To ensure that we welcome different families, including those with same sex parents.
- To ensure that separated parents are treated equally.
- To ensure that views of all stakeholders are gathered and evaluated, with areas for development actioned.
- Staff will further develop their ability to identify attainment and progress of different groups and will put actions into place to ensure that any differences have diminished.