



St Philip Westbrook C of E Primary School

"Together we aim high and with God's love we can fly"

Equality Information and Objectives Statement 2020/21

Our school makes all members of our community feel welcome and valued. We have the highest expectations for all pupils, and staff lead by example to realise our vision: **'Together we aim high, and with God's love we can fly'**.

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 including gender reassignment, race, religion or belief, sex or sexual orientation. Our equalities statement is guided by the following core principles:

- Our school vision **'Together we aim high, and with God's love we can fly'**.
- Our school Christian values of respect, compassion, perseverance, hope, trust, fellowship, fairness, and wisdom underpin all that we do.
- 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	568 pupils 276 male 292 female
Number of staff	74 5 male 69 female
Number of governors	15 5 male 10 female
Religion	Church of England
Pupil Mobility	18 of the current NOR joined the school during this academic year (excluding Reception) 6 children have left the school during this academic year (excluding Y6)
Free School Meals	36 children
Eligible for Pupil Premium	43 children
Ethnicity	White British: 436 White and Asian: 15 White and Black Caribbean: 3

	White and Black African: 2 Black African: 8 Black Caribbean: 2 Chinese: 17 Indian: 20 Pakistani: 11 Any Other Asian: 15 Any Other Black: 11 Any Other Ethnic: 4 Any Other Mixed: 7 Any Other White: 17
English as an additional language	74 children
Special Educational Needs	20 children
Average attendance rate (last academic year)	96.01%

Our Equality Objectives 2020/21

- 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 children have equal access to all aspects of the curriculum and that all children 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.
- Through direct teaching and collective worship, ensure that children have an understanding that the freedom to choose and hold other faiths and beliefs is protected in law.
- 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 further develop rights respecting values to enable children to become active citizens and learners and achieve the Rights Respecting School Award.
- To ensure that different families, including those with same sex parents, feel welcomed.
- To ensure that separated parents are treated equally.

- To ensure that the views of all stakeholders are gathered and evaluated, with areas for development actioned.