



St Philip Westbrook C of E Aided Primary School

Equality Information and Objectives Statement 2024/2025

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:

pupil information accurate as of school census 21st May 2024

staff information accurate as of workforce census 9th November 2023

Characteristic	Breakdown
Number of pupils	611 pupils 302 male 309 female
Number of staff	83 13 male 70 female
Number of governors	14 4 male 10 female
Religion	Church of England
Pupil Mobility	13 of the current NOR joined the school during this academic year (excluding Reception) 9 children have left the school during this academic year (excluding Y6)
Free School Meals	49 children
Eligible for Pupil Premium	52 children
Ethnicity	White British: 394 White and Asian: 20 White and Black Caribbean: 4 White and Black African: 1

	Black African: 10 Chinese: 89 Indian: 24 Pakistani: 6 Any Other Asian: 7 Any Other Black: 7 Any Other Ethnic: 2 Any Other Mixed: 18 Any Other White: 21 No information: 3 Refused information: 4
English as an additional language	131 children
Special Educational Needs	57 children (including 9 EHCPs)
Average attendance rate (last academic year)	96.24% *at 21 st May 2024*

Our Equality Objectives 2024/2025

- 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
- To ensure that we welcome different families, including those with same sex parents.
- 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.
- 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.