



St. Mary's Catholic
Primary School

Equality Information

Part 1 : Information about the pupil population

Number of pupils on roll at the school: 50

Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all pupils are protected from discrimination, the school collects information on some protected characteristics of their pupils. These include:

- Disability*
- Ethnicity and Race
- Gender
- Religion and Belief

Maternity and pregnancy is also a protected characteristic.

* The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

Sensitive information on some pupils with protected characteristics

It is not appropriate for us to collect information from pupils in relation to some protected characteristics, gender identify and sexual orientation.

Information on other groups of pupils

OfSTED inspections of schools will look at how schools help 'all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support'.

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils on Free School Meals
- Pupils with Special Educational Needs (SEN)
- Pupils with English as an Additional Language (EAL)
- Pupils with a Traveller heritage
- Young carers
- Children from low income households
- Children in Care
- Adopted Children
- Other vulnerable groups.

Publishing Information

To comply with the Equality Act, we have considered the information that is suitable for publication and we have selected relevant information for publication.

Our school is applying proportionality to the Equality Act and in view of the small number of pupils on roll, we provide here a short evidenced account of our equality priorities and work, with an indication of trends and issues.

Disability, ethnicity and race, gender, religion and belief

At St Mary's we have nearly a quarter of pupils on free school meals and a higher percentage of girls (60%) than boys (40%) in the school. We have 14% of pupils with SEN at school action, 10% at school need level and 2% with a statement.

At Key Stage 2 in 2015, 25% of children achieved expected standard English and mathematics combined.

Early Years Foundation Stage – pupils enter the school broadly average and they leave our school reaching expected levels of attainment.

Progress for pupils with SEN and those in receipt of free school meals is being closely monitored and the use of pupil premium provides additional support where needed for these groups.

Inclusion

- We offer a breakfast club to parents/carers. Pupil premium children are offered this service free of charge
- All children in Key Stage 1 are able to have a healthy snack (fruit or vegetable) mid morning and milk is available to purchase.
- Children are supported through a range of intervention strategies under the guidance of Health professionals, Educational Psychologists and SEN Support Services.
- We provide opportunities for all children to take part in extra-curricular activities including the subsidising of trips and visits, provision of spare PE kit, free clubs run during lunch times etc.
- We have a fully resourced Nurture room for children to access as needed

Part 2: How we have due regard for equality

The information provided here aims to show that we give careful consideration to equality issues in everything we do in the school. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for the equality of all our staff, children and parents and to meet our duties under the Equality Act 2010.

Eliminate unlawful discrimination by:

- Adoption of the Single Equality Policy
- Our Anti Bullying policy ensures all children feel safe at school and addresses prejudice related bullying.
- Report, respond to and monitor racist incidents
- Record, respond to and monitor incidents of bullying
- Record, respond to and monitor incidents of poor behaviour
- Maintain staff and governor awareness through meetings, training and use of the checklist to help schools identify equality priorities and considerations.

Advance equality of opportunity by:

- Use the information we gather to identify underachieving groups or individuals and plan targeted interventions
- Ensure participation in the life of the school of all groups of children and families.
- Recruitment and training of staff.
- Ensure policies and practices meet statutory requirements
- Governors effectively monitoring equality.

Foster good relations and community cohesion by:

- Holding annual Anti bullying weeks.
- Ensuring Equality and diversity is embedded in the curriculum (PHSCE, RE)
- Participation in sports, arts and other activities within the village, pyramid and local area.
- Guardian group to include staff, parishioners and children to discuss areas of improvement and concern

What has been the impact of our activities? What do we plan to do next?**Impact:**

- Children and adults being emotionally literate through the PHSCE programme.
- The majority of pupil and parent/carer questionnaires indicate that children feel safe and are fairly treated.
- Data collection informs intervention for all pupils and is closely monitored.

What's next

- Continuation of the work to ensure children feel safe.
- Extending links with the parents, families and the local community
- Working towards

Part 3: Consultation and engagement

We aim to engage with and consult with pupils, staff, parents and carers and the local community so we can improve our information, learn about the impact of our policies, develop our equality objectives and improve what we do.

Our main activities for consulting and engaging are:

- Questionnaires to children, parents/carers and staff
- Discussions with children
- Discussions by staff and Governors of areas of concern
- School council activities
- Parent consultation meetings
- Regular meeting of Guardian group

Record of consultation and engagement

Date	Who we consulted	Summary	Action taken
Dec 2016	Teaching and support staff	What works well, needs reviewing/changing and what we should consider introducing.	Completed annually
Dec 2016	Pupils	Whether they feel safe in school, what helps or prevents them from learning.	Completed annually
Feb 2016	Parents/carers	If children feel safe in school, communication, meeting children's needs,	Completed annually

Part 4: Record of how we have considered equality issues when making decisions

The Equality Act 2010 requires us to show due regard to equality issues when we make significant decisions or changes in our policies. This means we need to consider what the impact of those decisions or policies will be on pupils and staff with protected characteristics before a decision is made of a policy is finalised.

Date	Policy or decision	Equality issues we considered	Action taken or changes made

Part 5: Our equality objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. They focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality Objective 1: to increase the level of pupil voice by developing School Council

Progress we are making on this objective:

School council lead identified.
Children to participate in pyramid council meetings

Equality Objective 2: to give families from lower incomes equal opportunities to extended school provision

Progress we are making on this objective:

Pupil premium children offered free access to Breakfast club facility
Educational visits subsidised
Music tuition support financially

We believe that publishing our equality information will make us transparent about the progress we are making on equality and more accountable to parents/carers and the local community.

For more information, please contact the Headteacher

Tel: 01258 820417 email office@stmarymarnhull.dorset.sch.uk

The member of the Governing Body with responsibility for equality issues is

Mike Turnbull

Information on pupils by protected characteristics

Where it may be possible to identify individuals from the information provided (when the number of pupils with a particular protected characteristic is few than 10 and the information is 'sensitive, personal information'), we have decided not to release the information/have indicated this by the use of an asterisk.

Pupil Special Educational Needs (SEN) Provision		
	Number of pupils	Percentage (%) of school population
No Special Educational Need	37	74%
School need 1	8	16%
School need 2	4	8%
Statement	1	2%

Ethnicity and race							
Asian or Asian British	Boys	Girls	Total		Boys	Girls	Total
Bangladeshi	0	0	0	Mixed			
Indian	0	0	0	Other mixed heritage	0	0	0
Other Asian	0	0	0	White Asian	0	0	0
Pakistani	0	0	0	White and Black African	0	0	0
Black or Black British				Any Other Ethnic Group	0	0	0
Caribbean	0	0	0	White			
Other heritage	0	0	0	British heritage	20	30	50
Chinese	0	0	0	Irish			
				Traveller of Irish heritage		1	1
				Gypsy/Romany	2	1	3
				Any Other White background	1	0	1
Information withheld	0	0	0				
Information not yet obtained	0	0	0				

Religion and Belief			
Buddhist		Sikh	
Christian:	29	No religion	21
Catholic	12		
Other Christian	17		
Hindu		Other religion	
Jewish		Unknown	
Muslim			

Gender	
Male	20
Female	30

In addition to pupils with protected characteristics, we wish to provide further information on the following groups of pupils:

Pupils with English as an Additional Language				
	Boys	Girls	Total	Percentage of school population
Number of pupils who speak English as an Additional Language	1	0	0	2%
Number of pupils who are at an early stage of English language acquisition				

Pupils from low income households				
	Boys	Girls	Total	Percentage of school population
Number of pupils currently eligible for free school meals	4	10	14	28%

Children in Care				
0				

Young carers				
Not known				

Other vulnerable groups				
None				