

FIRTHMOOR PRIMARY SCHOOL



Equality Objectives and Information

2023 - 2027

Date approved	February 2023
Review frequency	4 years
Review date	February 2027

NB: Equality information is updated annually

Firthmoor Primary School Equality Objectives for the period 2023 – 2027 are:

Objective 1 – Develop a culturally inclusive curriculum which celebrate equality and diversity and promote effective transition and pupils understanding of identity, diverse community and understanding.

Objective 2 – To promote the development of all children, ensuring learning opportunities and programmes are in place for children to make good progress and ensure the gap in attainment and progress of different groups of learners is narrowed

Objective 3: - To promote the development of all children, advance equal of opportunity and foster good relations with all children by tackling prejudice and promote understanding in relation to people with disabilities and develop and effective mental health strategy to support good mental health and wellbeing.

Objective 4: To further develop the school's role in promoting parental and pupil engagement in learning and the community ensuring equity and fairness in access and engagement

Objective 5 – To value and support all staff within the trust, by providing career development and progression opportunities to all (including those in groups protected by the Equalities Act)

Review Date: - February 2027

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Equality Information

The school converted to an Academy in May 2012 and admits pupils from the ages of 3-11. The School is larger in size than most primary schools, admitting children from a relatively wide area with a broad range of social backgrounds. The school building is on one level and is fully accessible at the main entrance and around the school. There are ramps leading to the outdoor areas.

There are currently 317 pupils on roll, which include a 39 place nursery for the morning sessions only. There are 23 children attending our Nursery

Pupils

- 54% of pupils are boys and 46% of pupils are girls
- 92% of pupils are White British, with English as their first language.
- 8% of pupils with English as an additional language (EAL)
- Learners' attainment on entry to school is significantly below the national average
- 16% of pupils on roll have special educational needs and/or disabilities, mainly speech and language difficulties and social and emotional provision.
- Pupils eligible for Free School Meals (FSM): 55%
- Pupils eligible for Pupil Premium Finding – Disadvantage group: 64%
- We currently have 1% service children
- The last Ofsted inspection was judged as Good (2021)

(data: January 2022 School Census)

Staffing

- 7% are male and 93% of staff are female
- 7% are senior leaders, 38% are Teaching Staff, 55% are support staff
- There is no difference in pay for males or females doing the same or similar job roles. The school pay policy incorporates the provisions of the School Teachers Pay and Conditions Document for Teachers and the National Joint Council (NJC) for Support Staff
- Staff can take advantage of part-time, flexi-time and/or job share work arrangements, depending on their specific job descriptions.
- 96% of our staff are white British.
- 14% of our staff are aged 18 to 35, 48% are aged 35 to 50 and 38% are aged 50 or over

(data: November 2022 School Workforce Census)

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

Information on other groups of pupils

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

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010. We eliminate discrimination by:

- Adoption of the Equality Policy, HR Policies and objectives
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures

Advancing equality of opportunity for all pupils

We promote equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times