


Equalities Information and Objectives (Appendices A and B to Single Equalities Policy)

Updated and published annually

(STATUTORY)

Date of Policy Issue/Review	Reviewed 13 th January 2025 by Headteacher
Policy approved/date	By FGB at their meeting on 20 th January 2025
Signature of Governing Body	Signed on behalf of FGB 
Next review	January 2026

Equalities Information Appendix A

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- questionnaires and surveys
- involvement of the school council
- Parent working groups and work shops
- contact with parents representing pupils with particular protected characteristics

School characteristics

	2021	2022	2023
School number on roll	Below average 178	Below average 174	Below average 167
School % FSM	Well below average 8	Below average 16	Below average 13
School % SEND support	Well below average 6	Well below average 5	Well below average 2
School % EHC plan	Above average 2.8	Above average 2.3	Close to average 2.4
School % EAL	Below average 4	Below average 3	Below average 4
School % stability	Above average 86	Close to average 82	Above average 84
Pupil base deprivation	Well below average	Well below average	Well below average
School location deprivation	Well below average	Well below average	Well below average

Attainment

Progress and attainment at key stages 1 and 2

- ↑ School difference from national has improved from comparator year
- ↑ School difference from national has improved slightly from comparator year
- Similar to comparator year or fewer than 11 pupils
- ↓ School difference from national has weakened slightly from comparator year
- ↓ School difference from national has weakened from comparator year

	2023 cohort	Performance in 2023	2023 value	2023 nat value	1 year	4 year
RWM KS2 expected standard %	30	Sig above national and 92nd percentile	80	59	—	↑
Reading KS2 expected standard %	30	Sig above national and 95th percentile	93	73	—	↑
Mathematics KS2 expected standard %	30	Sig above national and 95th percentile	93	73	—	—
EGPS KS2 expected standard %	30	Sig above national and 96th percentile	93	72	—	↑

None of the groups within school are considered statistically significant enough to have data recorded in the 2023 Ofsted Inspection Data Summary Report

Staff data

As our school employs less than 150 staff, the Governing Body is not required to publish information in relation to our staff.

Other information

Governor representation as at January 2025

37.5% Female, 62.5% Male

100% White British

Qualitative information

The School publishes the following on our website:

- school policies. These policies evidence the school's commitment to the principles outlined in this policy and the public sector equality duty.
- a note about how the school monitors equality issues in everyday school life
- information about aspects of the curriculum which promote tolerance, friendship and an understanding of different cultures

The following information is available on request at the school office:

- minutes of governor meetings
- twinning arrangements with schools which enable pupils to meet and exchange experiences with pupils from different backgrounds
- details about assemblies which deal with relevant equality related issues
- views of the pupils and parents

Date of publication of this appendix: **January 2025**

Date for review and re-publication: **January 2026**

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Equalities Information Appendix B

Equality Objectives Appendix B

Having referred to and analysed our equality information, we have set ourselves the following objective(s):

Objective 1: To improve outcomes for disadvantaged pupils plus Gypsy, Roma & Traveller pupils so that they reflect appropriate progress from their various starting points.

Objective 2: To ensure that the progress of pupils with SEN is at least in-line with their peers.

Legislation only requires one objective to be set and this should be pupil related. The number of objectives set should be proportionate to the size and functions of the school.

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The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality objectives at intervals of no more than four years but schools should publish detail on progress towards these objectives on an annual basis and publish this detail on the school's internet site.