

**ST JOSEPH'S CATHOLIC PRIMARY SCHOOL
CRAYFORD**

Equality Statement and Objectives

Autumn 2015

**To be reviewed: Autumn 2016 – Teaching and Learning
– Mrs Schmidt**

Mission Statement

The teachers and governors of St. Joseph's provide a broad, balanced curriculum to enable each child to achieve the highest standards of education in a Catholic ethos.

THE AIMS OF ST JOSEPH'S CATHOLIC PRIMARY SCHOOL ARE:

- to nurture the uniqueness of each individual as a member of God's family
- to ensure that the Catholic faith is at the heart of the whole school experience
- to create a well ordered supportive environment in an atmosphere conducive to learning where every child feels confident and safe.
- to create an atmosphere of reconciliation, where pupils can accept the consequences of their own actions, and be encouraged to make more responsible future choices
- to deliver a relevant curriculum with equal access for all pupils
- to encourage and support each child to achieve the highest standards of which they are capable
- to encourage each child to become a concerned compassionate member of society determined to promote justice and peace
- to promote good working relationships based on mutual cooperation and trust
- to provide a welcoming place for parents
- to work in harmony with the parish and the local community.

St Joseph's Catholic Primary School

Equality Statement and Objectives

As a Catholic school St Joseph's follows Canon Law and the teachings of the Catholic Church.

We are a community committed to equality for all our students and employees and as such welcome our duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and foster good relations. We recognise the protected characteristics of:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity

Aims

Our school is committed to equality both as an employer and a service-provider:

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers and the local community.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

The Characteristics of our Community 2014-2015

Number on roll	209
Percentage of girls	48.3%
Percentage eligible for FSM	7.8%
Percentage of ethnic minorities	56.5%
Largest minority – black African	33.5%
Percentage first language believed not English	19.1%
Special Educational Needs (SA)	10.5%
Special Educational SA+ & Statement	1.4%
Looked after	0%

Due Regard for Equality

As a school we deal promptly and effectively with all incidents and complaints of bullying and harassment related to the protected characteristics.

Incidents are recorded and we notify those affected of the action we have taken.

The school building and environment continues to modernise to improve accessibility for people with disabilities.

We ensure our curriculum, resources and the presentation of the school promote positive images of all peoples, including teaching about other faiths and visiting other places of worship.

We monitor the attainment and progress of all our pupils by gender, ethnicity, SEND, FSM, pupil premium. Where necessary we take actions to address any negative trends (or gaps), this includes drawing up of individual education plans, working with focus groups of children and targeting of extra resources.

Constitution and Engagement

The school is proactive in seeking, acting on suggestions and participating in community events.

Principle Means of Engagement

- School Council
- Eco Warriors
- Regular newsletters
- Head's Coffee Mornings
- PTA
- Open evenings
- Working with other local schools
- Taking part in community initiatives
- Pupil and parent surveys

Example of Equality Initiatives 11/12

- Purchase of Target Tracker to improve tracking of attainment and progress of groups
- Girl only maths groups

Example of Equality Initiatives 12/13

- Visit to synagogue
- Emphasis of boy friendly writing genres

Example of Equality Initiatives 13/14

- Boy only Able Writers group
- Timetabling a wide range of interventions
- English as an Additional Language Training – all staff

Examples of Equality Initiative 14/15

- Girls only maths groups
- Dedicated and prioritised interventions for Pupil Premium children
- Booster groups for prior low attainment pupils

The Targets and Impact of Equality Objectives

In 2012/13 the school set equality targets to:

1. Reduce the gap between girls and boys mathematics

	Boys	Girls	Gap
KS2 Mathematics Results 2011/12	29.8	28.5	1.3
KS2 Mathematics Results 2012/13	30.0	29.0	1.0
Improvement			0.3

2. Reduce the gap between girls and boys English

	Boys	Girls	Gap
KS2 English Results 2011/12	29.0	30.0	1.0
KS2 English Results 2012/13	30.0	29.8	0.2
Improvement			0.8

In 2013/14 our equality targets were to:

- Improve writing of boys in KS1

	Boys	Girls	Gap
KS1 Writing Results: Boys 2012/13	13.3	N/A	N/A
KS1 Writing Results: Boys 2013/14	15.1	N/A	N/A
Improvement	1.8	N/A	N/A

Equality Targets 2014/15

- To improve attainment of children entitled to Pupil Premium
- To close the gap between children with low and middle prior attainment in Year 2 by the time they reach Year 6

	13/14 National	14/15 National	13/14 St. Joseph's	14/15 St. Joseph's
Attainment of pupils Pupil Premium	27.0	27.2	33.8	26.7
Attainment of pupils not entitled to Pupil Premium	29.4	29.5	31.9	30.6
Gap	2.4	2.3	(1.9)	3.9

Pupil Premium children out performed their classmates in 13/14. However in 14/15 the gap was bigger than National.

	13/14 National	14/15 National	13/14 St. Joseph's	14/15 St Joseph's
Children with low prior attainment	23.1	23.2	25.5	24.4
Children with middle prior attainment	28.8	28.9	31.1	29.6
Gap	5.7	5.7	5.6	5.2

The National gap has remained the same. St. Joseph's gap is better than National and improving.

Equality Targets 2015/16

- To improve attainment of children entitled to Pupil Premium
- To close the gap between children with low and middle prior attainment in Year 2 by the time they reach Year 6

Signed: *M Lawrence*
Chair of Governors

Date: 12/11/2015