



Equality Objectives

Created: **Summer 2015**

Reviewed: Summer 2023

Next review: Summer 2024

Equality Act 2010 - introductory text for context:

An Act to make provision to require Ministers of the Crown and others when **making strategic decisions** about the exercise of their functions to have regard to the desirability of **reducing socio-economic inequalities**; to reform and harmonise equality law and restate the greater part of the enactments relating to **discrimination and harassment** related to **certain personal characteristics**; to enable certain employers to be required to publish information about the **differences in pay** between male and female employees; to **prohibit victimisation** in certain circumstances; to require the exercise of certain functions to be with regard to the need to **eliminate discrimination** and other prohibited conduct; to enable duties to be imposed in relation to the exercise of public procurement functions; to increase **equality of opportunity**; to amend the law relating to rights and responsibilities in **family relationships**; and for connected purposes.

Equality Information

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations, Disability Equality Duty and Equality Acts. We are committed to meeting our public sector equality duties and acknowledge that we have a statutory duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

We will review the progress we are making to meet our equality objectives with regard to the protected groups under the Equality Act 2010 (race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

Characteristics of the school

We provide an education for 3-11 year olds. We are a bigger than average primary school (NOR: 343) serving a mixed catchment area with a variable number of Pupil Premium children in each year group.

- We have a higher than average Special Educational Needs (SEN) 66 pupils or 23%. Breakdown of groups [here](#).
 - We have ten EHCPs (3%), which is a significant rise this last school year (from 2), with more pending. (3.83% is the national average). This has put a significant strain on our resources.
- Pupil Premium is below average at 16%. (up 5% on last year)
- Ethnic minorities are below average at 7%.

Diversity

- The largest ethnic groups are: White - British (90.8%), White - any other White background (2.5%), Mixed - White & Black Caribbean (1.7%), Mixed - White & Black African (1.3%), Mixed - White & Asian (1.3%).
- This school has 9 out of 17 possible ethnic groups. The average number of groups for this phase of education is 9

The school is a Voluntary Aided Church of England School and works closely within the community and with the Church to develop children's understanding of the Anglican tradition and Christian values in the children and all stakeholders. The school was judged as Good at its most recent SIAMS inspection in the Spring term 2019.

Equality Objectives

We aim to provide the highest possible education for all at St Peter's. The ethos of our school clearly reflects our commitment to fully including, respecting and supporting all members of our school community whatever their cultural background, belief, gender, race or disability. Having referred to and analysed our equality information we have set ourselves the following objectives:-

Objective 1: To ensure that the curriculum effectively supports the needs of all children.

Objective 2: Deepen pupils' encounter with a wider range of faiths, beliefs and cultures to broaden their experience of diversity and nurture their spiritual and cultural development.

Objective 3: To be aware of gender bias, and provide equal opportunities to all activities for all pupils. To ensure all pupils are treated with respect and eliminate harmful sexual behaviours.

Report from 22-23

Objective 1: To ensure that the curriculum effectively supports the needs of all children, with particular reference to vulnerable groups.

- All lessons adapted to meet the needs of all our learners. Staff ensure that disability/SEND/vulnerability is not a barrier to accessing the curriculum, through resources, teaching techniques, working with parents and use of other adults.

Objective 2: Deepen pupils' encounter with a wider range of faiths, beliefs and cultures to broaden their experience of diversity and nurture their spiritual and cultural development.

- We tried but were unable to arrange visits to a mosque in Exeter and temple in London, so this was out of our control. We were unable to form a link with another school. These were out of our control. We did arrange a link with Mill Water special school. Groups of children visited each week in the summer term - this was a great success.

Objective 3: To be aware of gender bias, and provide equal opportunities to all activities for all pupils. To ensure all pupils are treated with respect and eliminate harmful sexual behaviours.

- We have encouraged girls to play football with a girls football club in line with our gender objectives.
- Having said the above, all other clubs were actively encouraged as non-gendered. Sports day had non-gender races.
- We took care to ensure there were no gender bias.
- Harmful sexual behaviour was a topic throughout the year. Feedback from pupils demonstrated a big improvement in this area.

I would propose these objectives stay the same next year, with a change to 1 as follows:

Objective 1: To ensure that the curriculum effectively supports the needs of all children.