



Equality Objectives

Created: **Summer 2015**

Reviewed: Summer 2026

Next review: Summer 2027

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

Up to Key stage 2 basic characteristics trends						
Breakdown	2023		2024		2025	
	School	National ?	School	National ?	School	National ?
Number on roll	316	277	315	275	311	272
Male % ?	52.8	50.9	53.0	50.9	48.6	50.9
Female % ?	47.2	49.1	47.0	49.1	51.4	49.1
Young Carers % ?					N/A	0.5
Ever 6 FSM % ?	16.7	25.9	16.0	25.9	17.6	26.3
Minority ethnic groups % ?	7.0	36.6	6.1	37.9	5.8	38.9
SEN EHCP % ?	1.6	2.5	1.9	3.0	2.6	3.5
SEN support % ?	12.0	13.5	8.9	14.1	20.9	14.8
English additional language % ?	1.9	22.1	1.9	22.8	2.9	23.5
Stability % ?	85.0	84.9	83.4	84.4	82.6	84.3
School deprivation indicator ?	0.10	0.18	0.10	0.18	0.10	0.18

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

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

- The curriculum was reviewed to make sure it is broad, balanced and accessible to all children, using the new ofsted inspection framework.
- Teacher training focussed on high quality teaching and learning strategies that benefit all pupils, but disproportionately benefit SEND/disadvantaged children.
- A 'notice and focus' emphasis was introduced as part of our formative assessment training for staff.

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.

- Achieved through our broad and balanced curriculum, enrichment opportunities, spiritual development and collective worship.
- Visit to a mosque as part of Year 6 residential.

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.

- Harmful sexual behaviours training each term
- Rich enrichment programme with no gender bias e.g. football matches mixed, boys and girls.