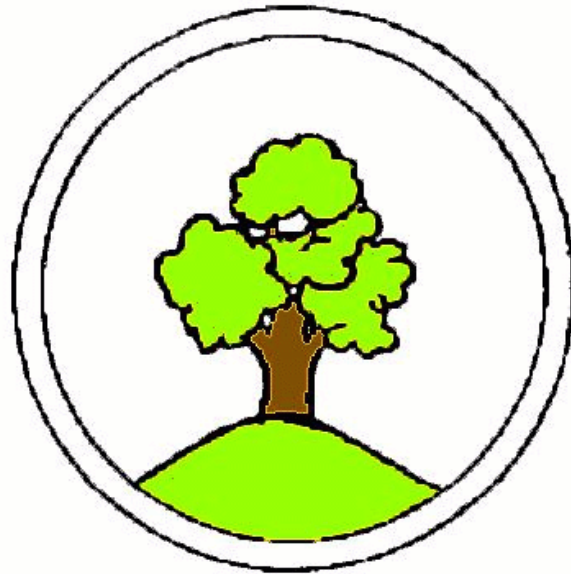


Bushbury Hill Primary School



Equality Objectives

Document Holder	Charlotte Underwood
Date Approved By Governors	Summer term 2024
Review Date	March 2025

EQUALITY OBJECTIVES

WELCOME TO BUSHBURY HILL PRIMARY SCHOOL

In order to meet our school's general and specific duties under the Equality Act 2010, the following information has been prepared.

Stage 1: Understanding Our School Community – Pupils

What is the school profile?

- How many children are on roll at the school?
- What information on pupils is collected by protected characteristics?

The following information was correct as of March 2024 (253 children 27.3.24). Data rounded to nearest whole %.

<u>Ethnic Categories</u>							
White British	50%	Any other Black background	3.1%	Any other mixed background	0.8%		
White and Black Caribbean	11.4%	Any other Asian background	2%				
Any other white background	10.6%	Any other ethnic group	1.6%				
Black African	6.7%	Pakistani	1.6%				
Black Caribbean	6.7%	Chinese	1%				
Indian	3.9%	White and Black African	0.8%				

<u>SEND</u>		
<u>SEND</u>	<u>Percentage</u>	<u>Actual Number</u>
No SEND	71.6%	182
SEND Support	25.6%	65
EHCP	2.8%	7

<u>Gender</u>	
<u>Boys</u>	53.5%
<u>Girls</u>	46.5%

<u>Pupil Premium</u>		
	<u>Percentage</u>	<u>Actual Number</u>
<u>Pupil Premium</u>	72.93%	182
<u>Non-Pupil Premium</u>	28.07%	71

<u>Ever6FSM (Reception to Y6)</u>		
	<u>Percentage</u>	<u>Actual Number</u>
<u>Ever6FSM</u>	64.82%	164
<u>Not Ever6</u>	35.18%	89

Stage 2: Understanding the Information Gathered

Using the monitoring information gathered the school looked at the following to identify whether there were any obvious gaps or potential issues for pupils in relation to the protected characteristics:

- Admissions
- Attainment
- Attendance
- Engagement in school activities
- Exclusions
- Prejudice related incidents
- Rewards and sanctions
- Representation on school bodies e.g school councils/eco warriors/digital ambassadors

Following our analysis, we have developed three Equality Objectives in order to meet the following requirements of the Equality Act: •

- Eliminate Unlawful Discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance Equality of Opportunity, between persons who share a relevant protected characteristic and persons who do not share it
- Foster Good Relations between persons who share a relevant protected characteristic and persons who do not share it

Objective 1: Attainment

Equality Objective	To monitor and analyse pupil attainment and progress by a range of protected groups.
Why	Data analysis shows that some groups aren't making as much progress or are at risk of falling behind.
How	SLT to analyse the uptake to the groups based on their assessment data. Any underrepresented groups will be offered extra interventions and catch-up sessions to improve attainment.
Outcome	Children who have been identified as not making expected progress or are at risk of 'falling behind' will be receiving the interventions and progress will be seen in their data.

Objective 2: Attendance

Equality Objective	To embed the importance of good attendance within the culture of the whole school community to secure equality of opportunity for pupil engagement, attainment and progress.
Why	Pre Covid whole school attendance had reached 97% (2018/2019). Post Covid whole school attendance has fallen significantly which if allowed to continue will impact on pupil's ability to make progress.
How	The deployment of a school attendance officer promotes positive relationships with parents and carers within the school community. Weekly attendance monitoring, concern letters, meetings with parents and if necessary, fines. The use of positive rewards gives recognition to pupils with good attendance.
Outcome	Whole School Attendance again reaches the school target of 96%+

Objective 3:Engagement of pupils

Equality Objective	To provide a range of out of hours activities and wider school experiences.
Why	To ensure that disadvantaged and SEND children have access to a range of clubs and activities that they may not normally have access to.
How	Bought in sports coaches (Wolves) and staff led clubs offer a wide range of activities after school (music / sports / art / sewing / magazine / etc)
Outcome	A wider range of children (including SEND and disadvantaged) will be attending an after school club.

Objective 4: Curriculum offer

Equality Objective	To ensure that the curriculum promotes the cultural capital of the community.
Why	To ensure that all children are exposed to a broad and balanced curriculum to broaden their experiences and aspirations.
How	The school offers a broad and balanced curriculum to meet the needs of all pupils.
Outcome	The curriculum meets the needs of all pupils. Standards in books improve. Children feel represented and valued around school. Subject leaders will be secure in leading their subject across the whole school and coaching staff when required.

Evaluating Impact

We will engage with our school community to ensure the objectives identified are the most appropriate given the needs of the school at the current time. The Local Governing Body will monitor progress on all Equality Objectives.