

**Date approved :**

**Date to be reviewed:**

**Governor** Name: \_\_\_\_\_ Signature: \_\_\_\_\_

## King's Stanley Church of England Primary School

### Single Equality Policy (including Equalities Information and Objectives)

Approved at FGB 1<sup>st</sup> May 2018

Review at FGB May 2019

Kings Stanley Church of England Primary School (KSPS) recognises its obligation in relation to the Public Sector Equality Duty (PSED). To comply with this Duty, we will set ourselves objectives every four years (appendix A), keeping them under review and reporting on progress towards them annually (Appendix B).

We recognise that the PSED has three aims, to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between those who have a protected characteristic<sup>1</sup> and those who do not
- Foster good relations between those who have a protected characteristic and those who do not

We undertake to monitor how well we meet these aims and how we can improve through

- The delivery of the school curriculum
- Teaching strategies
- Policies and practice in relation to admissions and attendance (see also Admissions Policy)
- Policies and practice in relation to staff
- Our care, guidance and support to pupils, their families and staff
- Policies and practice relating to pupil behaviour (see also Behaviour Policy)
- Partnership with parents, carers and the wider community.

#### Roles & Responsibilities

The Governing Body is responsible for ensuring KSPS complies with legislation, this policy is implemented and procedures in place to deal with any concerns or unlawful action that arises.

The Headteacher is responsible for implementation of this policy and that all staff are given appropriate training, support and information to comply. The Headteacher is also responsible for taking appropriate action in any cases of unlawful behaviour.

Signed

Headteacher

Chair of Governors

Date

Date

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<sup>1</sup> The Equality Act 2010 identifies protected characteristics as race, disability, gender, gender-reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation

## Appendix A

### Equality Objectives, May 2018

To fulfil our legal obligations, KSPS is guided by a number of principles and our core Christian Values of Respect, Responsibility, Perseverance and Courage:

- All, pupils, families, staff and governors are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging
- We aim to reduce and remove inequalities that already exist
- We set ourselves specific and measurable Equality Objectives

Having analysed both our equality information as published and information from other sources, we have set ourselves the following additional objectives:

Objective 1: To provide access to Continual Personal Development for **all** staff.

Objective 2: To ensure pupils experience cultures, religions and communities beyond our own and to look into a 'twin' school relationship.

Objective 3: Governors will strive to improve the diversity of the Governing Body.

Objective 4: Following analysis of SATs data we will ensure that middle attaining children make at least equal progress as their higher or lower attaining peers

## Appendix B

Equality Objectives Review, 18.05.18

Objective 1: Achieved

Objective 2: Achieved. CPD is provided at staff meetings, for individuals on request or in line with SDP.

Objective 3: achieved through visiting guest speakers and trips to for example a mosque and synagogue. Continued support to Kavuka school in Kenya.

Objective 4: Partially achieved. More male presence. Aspiration to include a wider community representation.

## Appendix C

### Equality Information, 2018

Number of Pupils	<p>207 Total at May 2018 46% Female 54% Male</p> <p>10% SEND</p> <p>95.5% White British            1% White Eastern European            0.5% Indian            1.5% White and Asian            0.5% Other Mixed background            1% Refused</p> <p>1% English as an Additional Language</p> <p>6% Pupil Premium</p>
Number of Staff	<p>39 Total 90% Female 10% Male</p> <p>0% Registered Disabled</p> <p>97.5% White British            2.5% White Other</p> <p>2.5% English as an Additional Language</p>
Number of Governors	<p>11 Total 73% Female 27% male (3 vacancies)</p> <p>0% Registered Disabled</p> <p>100% White British</p> <p>0% English as an Additional Language</p>
Significant Partnerships, Extended Provision, etc.	<p>Kingfishers After School &amp; Breakfast Club            Kavuka</p>
Awards, accreditation, specialist status	<p>Eco School</p>

### SATS Results 2015

(With breakdown by gender, PP, SEND. Non white and EAL groups are too small to monitor trends, however all pupils' attainment and progress is monitored to ensure they reach their potential)

# King's Stanley Primary School

## Assessment Results 2017

EYFS Profile					
	EPX standard	higher standard	expected standard national 2016	higher standard	national 2016
Reading	86%	20%	76%	23%	76%
Writing	78%	20%	72%	20%	72%
Maths	86%	17%	72%	23%	72%
G. level/development	79%	n/a	69%	-	69%
phonics screening					
	2017	National average 2016	2016	2015	National 2016
Year 1 phonic test	100%	81%	83%	72%	81%
Year 2 retest	60% (3/5) 60%		57% (4/7)	60% (3/5)	90%
KS1 expected standard +					
	expected standard+	higher standard	national expected standard +	national higher standard	
Reading	77%	29%	74%	24%	
Writing	70%	17%	65%	13%	
Maths	77%	20%	73%	18%	
KS2 2017					
	expected standard+	higher standard	EXP standard + national 2017	higher 2017 national 2017	national 2016
Reading	90%	52%	71%	25%	66%
Writing	84%	23%	76%	18%	74%
Maths	90%	26%	75%	23%	70%
SPAG	84%	29%	77%	31%	73%
Combined R,W,M	81%	19%	61%	9%	53%
average scaled score					
	average scaled score	national 2017	2016	2015	national 2016
Reading	109	104	103	-	103
GPS	107	106	104	-	104
Maths	106	104	103	-	103
progress: between KS1 and KS2					
	2017	2016	floor standard	National 2016	
Reading	+2.4	+0.2	-5	0	
Writing	-0.8	+0.8	-7	0	
Maths	+0.0	+1.8	-5	0	