



## **Statement of Equalities Objectives**

### **Equality Information**

We recognise that the public sector equality duty has three aims and they are to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who have a shared characteristic and those who do not

The Leadership Team and Governors at Wyton on the Hill Primary School will annually review how well we achieve these duties with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

### **Context-related information**

Due to the catchment it serves, Wyton on the Hill Primary School has a fluctuating population of between 145 and 175 pupils. It is characterised by high pupil mobility across the school. This movement of pupils does not happen all at once, nor in one single year group, but affects the whole school continuously throughout the year, every year. The school's resources are therefore focussed on developing systems to ensure that the school can provide for the needs of all pupils, including the large number who have joined the school at varying points in their education, from vastly different (and often multiple) educational settings and working at very different standards. Interventions and systems designed to provide additional 'narrow the gap' and 'transition' support for new pupils identified as most in need remain a high priority, both in school improvement and financial planning.

The great majority of pupils at the school have a White British background, with a small number (7 - 14%) at any one time coming from other mixed ethnic backgrounds at any given time.

Historically, the number of boys attending the school has always been significantly larger than the number of girls.

The number of students who take free school meals is usually average, or just below average fluctuating between 9% and 20% of pupils, depending in the local job market.

The percentage of pupils with special educational needs is average (17-25%).

During the past three years, there have been between 50% and 75% of Service Premium pupils at all times.

Over the last seven years, no children have been permanently excluded and the school has significantly reduced its number of fixed term exclusions by restructuring its Behaviour Management and Discipline Policy and Procedures.

Attendance levels are broadly average. Overall, levels of achievement are broadly average.

### **School's Equality Aims**

We aim to provide the highest possible education for all pupils at Wyton on the Hill Primary School. 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.

- **Equality Aim 1:** To ensure that the curriculum effectively supports the needs of all children, with particular reference to vulnerable groups.
- **Equality Aim 2:** To ensure that there are no gender differences in progress or confidence.

### **School's Equality Objectives**

In reviewing the school's historical data, the Governing Body have noted the following trends:

- Overall, boys tend to attain more highly than girls in Maths, whilst girls outperform boys in writing the end of both Key Stages and the Early Years Foundation Stage
- Boys and girls in Early Years Foundation Stage make good progress, but girls make better progress than boys.
- Pupils with English as an Additional Language did not perform as well as those for whom English is their first language, even in Maths.
- Pupils from Service families with high mobility have often accrued 'gaps' in their learning, particularly in English and Maths, which can result in significant levels of underachievement if not identified and addressed quickly.

As a result, we set ourselves the following objectives, which when fully achieved, will have enabled us to fulfil the aims set out above:-

**Objective 1:** To narrow the gaps in English (Reading and Writing) in KS1 and KS2 between boys and girls

**Objective 2:** To narrow the gaps in Mathematics between girls and boys.

**Objective 3:** To narrow the gaps in achievement in English and Maths for pupils with high mobility.

**Objective 4:** To promote and enhance community cohesion and a sense of shared belonging in the school, and in the school's neighbourhood.

### **Progress towards the school's Equalities Objectives**

Progress towards the school's equalities objectives is published annually within the school's Annual Performance Data Statement.