

Advancing equality of opportunity for all at St Philip's

At St Philip's we are committed to advancing opportunities for all regardless of their characteristics.

What we already do well at St Philip's

- From each starting point, the proportions of KS2 pupils making and exceeding expected progress in reading, in writing and in mathematics were above national figures.
- The proportion of Year 1 pupils that met the expected standard in phonics was in line the national figure.
- The proportion of Year R pupils that met the expected standard in GLD was above national figures.

Our Ofsted report of 2016 says that

'You monitor the progress of all pupils very effectively. The assessment of pupils' learning identifies the work covered and how well this has been understood by the pupils. Leaders and teachers quickly pinpoint any pupils at risk of underachieving and then design and implement bespoke additional support where needed. This is most effective in upper key stage 2, for example in the challenging mathematics teaching being offered to a group of most-able Year 5 pupils. This approach has significantly diminished any differences between the achievement of the very small numbers of disadvantaged or vulnerable pupils and others.'

Our 2019—2022 objective is:

To continue to close the gap between children who are disadvantaged and those who are not. Continue to monitor the gap between girls and boys.

Fostering good relations across all characteristics at St Philip's

At St Philip's, we strive to foster good relationships in all areas.

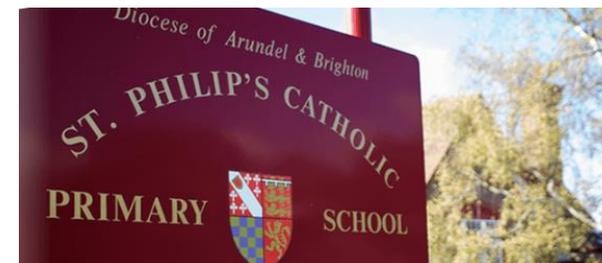
What we already do well at St Philip's

- Our school community regularly worships together.
- Our Faithbuddy system between the older and younger year groups fosters good relations between different groups of pupils.
- After school clubs include the opportunity to learn another language.
- We serve the local community by singing at residential homes, donating to a homeless shelter at Harvest time, attending a residential home weekly in an after school club and by collecting ongoing donations for the local foodbank,
- We are recognised as being an awarded International School and a Fairtrade School.
- Children learn about the skills of Peaceful Problem Solving through our EPR lessons and conflict/resolution through Friendship bags.
- The school holds annual weeks celebrating other faiths, ie Judaism and Islam week. In addition to these, assemblies are held to celebrate key events and festivals in other religions. Children in Year 5 have visited a Synagogue and all children will have received a visit from an Imam.
- Our EPR Curriculum includes the following topics on the following subjects: global education, Multicultural Britain, stereotyping, discrimination and racism.

Our 2019—2022 objective is:

To continue to provide opportunities for pupils to learn about people from different religious and cultural background.

Equalities information and Objectives at St Philip's



Mission Statement

St Philip's School is a community inspired by Christ and the Gospel teachings in which we strive to create a safe, secure and happy environment where all are valued and welcomed in a caring and supportive atmosphere.

We learn together and do our best to develop the knowledge, skills and attitudes that enable us to live our lives as God intended and to make our own unique contribution to society.

We nurture our spirituality and sense of wonder as we journey together in faith through prayer, worship and celebration.

Introduction

Schools under the Equalities Act (2010) Public Sector Duties are now required by law to publish information to demonstrate how they are complying with Public Sector Duty.

Under this Act, schools must publish information to show how they have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics

Protected characteristics is the term used in the Equalities Act 2010 to describe a range of differing groups including :

- Disabled pupils and those who have special educational needs.
- Boys and Girls
- Minority Ethnic Pupils
- Pupils for whom English is an additional language
- Looked after pupils
- Young carers
- Pupils known to be eligible for free school meals
- Lesbian, gay and bisexual pupils
- Gypsy, Roma and Traveller children
- Transgender children
- Pupils from low income backgrounds
- Any other vulnerable groups

As a school we have decided to publish a leaflet to summarise the range of evidence we have to show our commitment to the Equalities Act. We have set this out under the three headings above, and have included a brief summary of what we do well. A more detailed Equal Opportunity Policy can be found on our school website in the Policies section.

School Context

- The school is a one form entry primary serving children from ages 4-11 years.
- 44% of pupils are girls and 56% are boys in line with national averages.
- 85 % of the pupils are of White British heritage with 15% from other ethnic backgrounds
- We have 6% of children who have English as an additional language.
- 12% of pupils are on the school's SEND register. 2% have EHCP.
- 4% of pupils are known to be eligible for Free School meals
- The school currently has no looked after pupils.
- Attendance is above national average and in 2019 it was 96.9%
- Parent View shows that 100% parents who have completed the survey are happy with the school and would recommend it to others.

Our Ofsted report of 2016 says that:

'Parents and staff are keen to share their respect for you and your staff. One parent spoke for many when they commented: 'This is an absolutely wonderful school. The quality of leadership and teaching is of the highest level and the school is welcoming and accessible to all. It is a real pleasure to bring my daughter here each day.' Another added, 'This is a rare gem of a school.'

At St Philip's we are committed to eliminating discrimination and are aware of the requirements of the Act to do this.

Eliminating discrimination and other conduct that is prohibited by the Act

What we already do well at St Philip's

St Philip's has a number of policies available on our school website for parents to read at any time which highlight our determination to comply with the non-discrimination provisions set out in the Act. These include our:

- Behaviour, Discipline and Anti-Bullying Policy
- Relationship and Sex Education Policy
- SEND information report
- Equality Opportunities policy
- SEND Information Report
- Equality and Diversity Policy
- Education for Personal Relationships Policy

When all policies are reviewed Senior Leaders and Governors use a series of 'Due Regard Prompts' to inform decisions. For example having due regard to disability issues.

St Philip's keeps regular records of bullying and other incidents data such as racist incidents.

Anti-bullying work currently happening

- Every year we hold Anti-bullying week across the whole school
- We send 'what is bullying?' booklets home to all families. These are part of the home school pack for all new starters.
- We discuss bullying with the School Council to ensure they know what to do if they experience bullying.
- Bullying and Keeping Safe is an item addressed commonly in whole school assemblies.
- Bullying and what to do is referenced regularly in newsletters
- Bullying and our school's viewpoint is part of volunteer's and student's induction process.
- We have child mediators in the playground to help resolve issues at playtimes using friendship bags.