

St Joseph's Catholic Primary School

The St Joseph's Equality Scheme

Report: March 2015

St Joseph's Equality Scheme was finally approved in October 2013 following consultation with parents, staff, governors and other parties. This report covers progress and developments since then.

Vision and Values

St Joseph's remains fully committed to the School's Vision and Values as set out in the Equality Scheme.

School Context

There have been no significant changes to the School Context as set out in the Equality Scheme

Training

The Chair of the Resources Committee led a training session at a staff meeting in late 2013 to bring staff up to date on the School Equality Scheme.

Governors had an in-house training session on Understanding Assessment Data for Primary Schools in March 2015. This covered, inter alia, how to analyse data for certain groups of pupils eg pupil premium pupils, pupils from ethnic groups and pupils with English as an additional language.

Staff training relevant to the School's Equality Scheme includes

- Talk for Writing
- Numicon
- Growth Mindset
- New assessment Target Tracker
- New Mathematics Curriculum
- New English Curriculum
- Elklan Speech Therapy
- Working with Children with Sensory Problems

Relevant Policies

All policies are reviewed regularly by Governors and are brought up to date as needed. The Governors rely heavily on the model policies prepared by Hertfordshire County Council.

Tracking Progress

The Governors at their main meetings regularly review both RAISE ONLINE data and the SEF Report. This enables the performance of specific groups of pupils to be tracked and information sought as needed on performance. St Joseph's is in the 60th to 80th percentile of schools for children from minority ethnic groups and in the 80th to 100th percentile of schools for children whose first language is not, or is believed not to be, English. So this monitoring is essential to ensuring that all pupils make their best progress.

Different Cultures and Faiths

St Joseph's is a Catholic school and we have children with parents from many countries. We make strong and positive efforts to celebrate the diversity in the school and to raise the awareness of pupils of other religions and culture.

Activities during the last year or so include

- Other Faiths' weeks (as part of the RE Curriculum). Pupils learn to respect and appreciate pupils from cultures other than their own; and also learn about the faiths of pupils who do not hold the Christian faith.
- Cross-curricular themes ensure children learn about a range of cultures and develop an awareness of other cultures
- Pupils have many opportunities to participate in and develop their learning through sporting, cultural and arts events (Dance festival, end of year performances, mini Olympics)
- Range of themed weeks/days enable all children to demonstrate their skills and learning to a wider audience e.g. Judaism, Diwala. Year 6, for example, celebrated a Passover meal.
- School is working towards achieving International School Status. Classes are linked with other schools globally.

Progress in meeting Equality Objectives

| Equality Objectives | Protected Characteristic | R | A | G | General Duty | Responsibility | Measurable success Indicator | Timing | Review date | |
|--|--------------------------|---|---|---|--|--|--|-------------|-------------|---|
| 1. Improve girls' attainment and progress in mathematics | Gender | | | X | To increase girls' knowledge and understanding in mathematics. | Maths Subject Leader All Class Teachers | The average point score of girls in mathematics at end of KS1 and KS2 is no more than one point behind that of the boys. Progress to be similar in line with boys | Half termly | July 2013 | KS2 – 92% achieved Level 4+ at KS2 (national 86% |
| Raising the achievements of School Action Plus pupils at KS1 | Disability | | X | | To improve pupils with SA+ skills in reading, writing and maths. | SENCO All Class Teachers | Attainment and progress in line with National Data KS1 Reading 11.6APS Writing 10.3 APS Maths 12.2 APS | Half termly | July 2014 | 9.0 APS at KS1 – Still lower than National. These children are awaiting Education and Health Care plans |
| Raising the achievements of School Action pupils at KS2 | Disability | | X | | To improve pupils with SA skills in reading, writing and maths. | SENCO All Class Teachers | Attainment and progress in line with National Data KS2 Reading 25.8APS Writing 24.2APS Maths 25.5APS | Half termly | July 2014 | 2 pupils at KS2. 1 child achieved L4 at KS2 |

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| Improving understanding and appreciation of other faith groups | All | | X | To improve pupils' appreciation of other faith groups | All Staff | Pupils, visit other places of worship at least once per year or more, 'Other Faith' leaders visit the school to help develop pupils' understanding. | Termly | July 2014 | Pupils have visited other places of Worship and Other Faith leaders have visited the school. |
| Continuing Olympic theme of looking at cultures in the school and celebrating them across the school | All | | X | To improve pupils' appreciation and understanding of cultures | All Staff | Pupils' knowledge and understanding of other cultures improves. More children at age related expectation in topic work. Sports days are linked to other cultures. | Termly | July 2014 | System working well. Children enjoy days. Perhaps this needs to be changed to promoting British values? |
| Communication and Openness. | All | | X | To improve comms with parents and other stakeholders. | SMT and Governors | Parents and other stakeholders feel better informed and more involved in the life of the school. | Termly | July 2014 | Parents forum – monthly Parents may e –mail class representatives. |