



CROCKERTON CHURCH OF ENGLAND VA PRIMARY SCHOOL

VISION STATEMENT

Within the love of God together we live, learn, care and celebrate.
For each other and for ourselves we aim for the best.

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Equality Information

This is a single policy which has been written on behalf of the Governing Body for Crockerton Church of England VA Primary School.

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| Written | 2017 |
| Reviewed | November 2017 |
| Author | Wiltshire Council |
| Next Review | November 2018 |

Introduction

“Education plays a key role in determining how you spend your adult life - a higher level of education means higher earnings, better health, and a longer life. By the same token, the long-term social and financial costs of educational failure are high. Those without the skills to participate socially and economically generate higher costs for health, income support, child welfare and social security systems.”ⁱ

Crockerton Primary School recognises the importance of education in creating life opportunities and recognises that the influence of school on a child’s life is made more significant if they currently have, or have had in the past, a disadvantaged home life.

This particular document concentrates on the most recent equalities-related attainment data and highlights those groups that are vulnerable to underachievement in Wiltshire schools. Crockerton Primary School is using this data to support its work to maximise the attainment of every pupil, and in particular, pupils from groups who may be vulnerable to educational underachievement.

This document also details new national equality priorities and provides details about how Crockerton Primary School is responding to these.

ATTAINMENT: NATIONAL AND WILTSHIRE DATA

For most of the groups attainment is broadly in line with national results. In this document results are being highlighted where there is a county attainment gap compared with national results or where there is national and local concern about poor attainment for particular groups.ⁱⁱ

Race/Ethnicity

Lower Achieving Ethnic Groups

Nationally, the aggregated Black ethnic category remains the broad group with the lowest attainment both at Key Stage 2 and at Key Stage 4 (GCSE).^{ii iii} This aggregated group includes the ethnic categories of Black African, Black Caribbean and Any Other Black Background.

Both nationally and in Wiltshire, Black Caribbean pupils continue to be one of the lower performing groups.^{ii iii} Nationally 43 per cent of Black Caribbean pupils achieved the expected standard, while in Wiltshire, 36 per cent of Black Caribbean pupils achieved the same standard.^{ii iii} The attainment gap between Wiltshire Black Caribbean pupils and National/Wiltshire All Pupils is 14 percentage points.ⁱⁱⁱ ,

A small black population in Wiltshire means that this school only infrequently has black pupils on its school role. However, this school is aware that across the county, the attainment of Black Caribbean pupils persistently falls behind the average achievement of their peers. This school understands the complex reasons for this and the steps we take to raise the attainment of these pupils will include: working closely with their parents/carers; ensuring expectations of their attainment remain high; understanding the impact of negative stereotyping (both in-school and out of school); helping the pupils to confidently navigate the stress that comes from being a visible minority in a mainly white school; closely monitoring pupil progress - as well as working with the pupil and their family to accelerate progress where appropriate.

In Wiltshire, White Eastern European pupils are a lower achieving group. 33 per cent achieved the expected standard in Reading, Writing and Mathematics.ⁱⁱⁱ These results are because a significant number of pupils are more recent migrants, and the majority have therefore not been in school in the UK from the Reception School Year. [Please refer to more detailed EAL section below].

Nationally and in Wiltshire the lowest performing ethnic group are Gypsy, Roma, Traveller pupils. In Wiltshire, Gypsy, Roma, Traveller pupils significantly underperformed compared with the national statistics. Nationally only 13 per cent of pupils achieved the expected standard in Reading, Writing and Mathematics.^{ii iii}

The barriers that prevent Gypsy, Roma, Traveller pupils participating and achieving at school are varied and complex, but this school is committed to working with individual pupils and their families to ensure every child receives maximum benefit from their time at school.

[Name of school] is aware of being able to access support and information from the Wiltshire Traveller Education Service, which provides specialist advice so that this school can make the adjustments necessary to support individual pupils and families from this community.

In the past Gypsy, Roma, Traveller communities were reluctant to allow their children to access mainstream primary education. This situation has been transformed in the last 10 to 15 years, and now the overwhelming majority of Gypsy, Roma, Traveller families in Wiltshire opt to send their children to primary school. This is a significant achievement. Crockerton Primary School works with our children, their families and local secondary schools to ease the transition process to ensure all our Gypsy, Roma, Traveller pupils continue to secondary school.

Higher Achieving Ethnic Groups

Nationally and in Wiltshire, Chinese pupils are the highest achieving group in 2016.^{ii iii}

Nationally 71 per cent achieved the expected standard in Reading, Writing and Mathematics, while in Wiltshire, 75 per cent of pupils achieved the same.^{ii iii}

Ethnicity and Eligibility for Free School Meals (FSM)

There were 423 Wiltshire pupils eligible for free school meals (FSM) in year 6 in May 2016.ⁱⁱⁱ

In Wiltshire, the largest group of pupils eligible for free school meals are White British pupils (379).ⁱⁱⁱ In 2016, overall, 32.9 per cent of Wiltshire Disadvantaged pupils (FSM/Ever 6 &

LAC) achieved the expected standard at KS2, compared to 38.5 per cent for England.^{ii iii}

The small number of pupils eligible for FSM in the other ethnic categories means the data is not statistically reliable.ⁱⁱⁱ

For more detailed information about what our school is doing to raise the attainment of these pupils, please refer to our Pupil Premium Information which is also published on this website.

English as an Additional Language (EAL)

“The attainment of children with a first language other than English (EAL) in Wiltshire continues to compare unfavourably both to figures for similar children elsewhere and to children whose first language is English (FLE). Furthermore, the gap between FLE and EAL attainment in Wiltshire is unusually large. ⁱⁱⁱ

In 2016, 46% of Wiltshire’s EAL learners achieved the expected standard in Reading, Writing and Maths. The equivalent figure for FLE learners was 54%.ⁱⁱⁱ

Nationally, 52% of EAL learners achieved the expected standard, and the figure for the South-West region was 47%.^{ii iii}

The gap between FLE learners and EAL learners in Wiltshire was eight percentage points.^{ii iii}

This compares to a gap of six percentage points in the South-West, four percentage points overall for statistical neighbours, and two percentage points in national data.ⁱⁱⁱ

The relatively poor attainment of Wiltshire’s EAL learners in overall KS2 data is very largely a product of poor attainment in Reading.ⁱⁱⁱ This group has been doing badly in this area for several years, and evidence seems to suggest that the problem is deepening. In contrast, attainment in Writing is comparable to similar groups elsewhere, and attainment in Maths is good.

Wiltshire primary schools are working hard to address this issue in partnership with the local authority’s Ethnic Minority Achievement Service (EMAS) and its School Effectiveness team. These two teams have provided joint training to school Literacy leaders in this area in recent years, and the EMAS team have produced resources for teachers designed to highlight the

issue and provide ideas and inspiration for teaching Reading comprehension to EAL learners in the classroom. Both teams provide advisory support to schools, and EMAS also provide bilingual staff who can help facilitate access for children in the early stages of learning English.

It is worth noting that the patterns reflected above in Wiltshire's EAL attainment at KS2 are not reflected in KS4 data, where performance in Wiltshire tends to be strong.”

Crockerton CE VA Primary, currently does not have any children or parents who have EAL

Gender (Protected Characteristic Sex)

The attainment gap between girls and boys is 8 percentage points.ⁱⁱ Girls outperform boys on all the primary subjects except for Mathematics.ⁱⁱ

At Crockerton CE VA Primary School, , 62% achieved expected standard in Reading, Writing and Maths. Male – 86% female – 33%

Disability/SEN (Special Educational Needs)

Every school is required to identify and address the SEN needs of the pupils that they support. Information about the support provided by [name of school] for pupils with special education needs and for disabled pupils is detailed in the SEN section of the school website.

Disabled Pupils and SEN Pupils – Attainment Data

14 per cent of Wiltshire pupils who receive SEN support (the old SEN categories of School Action and School Action Plus combined) achieved the expected standard in Reading, Writing & Mathematics. For Wiltshire pupils with a statement of SEN or an EHC Plan; 7 per cent of pupils achieved the expected standard in Reading, Writing & Mathematics.ⁱⁱⁱ

There is an increasing understanding of the negative impact of social, emotional, and mental health difficulties (SEMH) on the educational attainment of pupils. The incorporation of mental health into the Equality Act 2010 has helped to highlight this important issue.

Crockerton Primary School has decided that one of our new Equality Objectives will address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood but have a greater impact in adult life.

Religion and Belief

Data is not collected for monitoring purposes on Religion and Belief, so there is no information available to compare the attainment of pupils who have/or do not have a religion or a belief.

Crockerton Primary School recognises how important faith and belief can be as part of a young person's developing identity, whether this relates to a specific faith or belief, or whether this relates to wider belief systems, morals and ethics.

(Name of school) is committed to supporting all our young people as they develop a personal relationship with their own values and beliefs, and to supporting, in the context of the Human Rights agenda, the role this plays in the moral and ethical choices they make in life.

This school takes incidents of prejudice-related bullying seriously and is committed to working closely with parents/carers to create a school environment which is nurturing, friendly and supportive for all our children. Our school has established a procedure for recording all incidents of prejudice-based bullying, and this includes bullying relating to religion and belief.

Wiltshire LA Anti-bullying Guidance specifically states that Religious Bullying can be identified as '*a negative or unfriendly focusing on religious difference or how somebody expresses their faith*'. This school is vigilant in maintaining an awareness of, and appropriate responses to, this possibility. Crockerton Primary School is aware that negative faith-based media attention can have an impact on all children, and recognises the importance of ensuring that pupils are provided with accurate and appropriate information. [Name of school] ensures all pupils gain knowledge of and respect for the different faiths in Britain as part of our role to prepare pupils for modern life in a diverse Britain. As part of a whole school activity, pupils celebrate different religious festivals and learn from religious representatives from various communities.

Crockerton Primary School recognises that discrimination on the grounds of religion or belief is a global concern, and our school actively promotes tolerance and respect. This school commemorates Holocaust Memorial Day as a key part of its commitment to informing pupils about the consequences of intolerance.

Crockerton Primary School has a new Equality Objective to increase understanding of religious/faith diversity (including people who do not have a faith) and to develop an awareness of the history of religious intolerance in Britain and Europe and to learn to promote tolerance and understanding.

Sexual Orientation/Gender Identity for Church Schools

This school has benefited from the work undertaken by the Church of England and published in the document "*Valuing All God's Children*". This excellent document provides a framework that helps our school to address all issues of bullying behaviour and discriminatory language, and includes homophobia, biphobia and transphobia.

EQUALITY OBJECTIVES

Schools are required to update their published Equality Information each year, and in addition, must have **at least one Equality Objective** that the school can focus and work on for a period of up to four years

Academic attainment is important, but pupils also need to progress through their education feeling happy and self-confident. Crockerton Primary School is committed to providing a nurturing environment to help develop the resilience of our pupils to cope with the ups and downs and stresses of everyday life. Crockerton Primary School has decided that one of our new Equality Objectives will address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood but have a greater impact in adult life.



Equality Objectives Sept 2017 – 2020

| Objective | Why | How will we achieve |
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| <p>To improve the outcomes for disadvantaged children (especially those who also have SEN) so that the gap between this group and non-disadvantaged children reduces and is ultimately closed.</p> | <p>Disadvantaged pupils, particularly those with SEN, are currently under-performing compared to non-disadvantaged children. This objective directly correlates with one of the targets in our SDP. By targeting this group of children we intend to reduce the attainment gap of pupils supported through the pupil premium in all subjects.</p> | <ul style="list-style-type: none"> • Ensure this target is a focus target in the SDP • Appraisal targets for staff are directly linked to the outcomes of disadvantaged children • SENCO, and leaders to regularly monitor the progress and attainment of this group of children so that timely and relevant action can be taken as a result. • Ensure funding for disadvantaged children is focussed on facilitating better outcomes |
| <p>To address mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood</p> | <p>National and local trends for children show mental health as a concern for young people and especially boys.</p> | <ul style="list-style-type: none"> • Continue to have an ELSA to support learners with identified emotional/wellbeing needs • Access Mental Health training for identified member of staff through TASC. • Liaise with our secondary schools to ensure information is shared and secure effective transition • Signpost support for pupils and families (e.g. TASC counselling/parent support workshops, SWAPP courses) • Encourage pupils to take managed risk so that they develop resilience and learn to deal with disappointment (e.g. forest school activities/developing resilience in learning) • Improve playtime provision to suit activities for more children, including opportunities for indoors and extend the playground using the area at the back of the school. • Introduce Yoga as both KS1 curriculum and as an after-school club. |

¹ *acronym for: Lesbian, Gay, Bisexual, Transgender*

ⁱ "Ten Steps to Equity in Education" (PDF) Oecd.org.

ⁱⁱ SFR 62/2016, 12 January 2017

ⁱⁱⁱ SFR62/2016_LA_Table_L1-L10