



St Alphonse RC Primary School

EQUALITY, DIVERSITY and INCLUSION REPORT

Equality Information March 2025/6

St Alphonse RC Primary School is committed to ensuring equality of opportunity for all pupils, staff, parents, carers and visitors irrespective of their race, gender, disability, religion or belief, sexual orientation, age or pregnancy and maternity. We tackle discrimination through positive promotion of equality, by valuing diversity, challenging bullying and stereotypes and by creating an inclusive environment which champions fairness and respect for all.

At St Alphonse RC Primary School every pupil is unique. By celebrating diversity and promoting respect and equality for all, our school provide a safe environment to learn and develop and prepares our pupils for life in the diverse world of the 21st century.

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

The Equality Act 2010 provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage of different groups. Our school must have **due regard** to the following duties under the Act:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Equality information

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics (race, gender, disability, religion or belief, sexual orientation, sex, gender identity, age, marital status or pregnancy and maternity). In order to ensure

that all pupils and staff are protected from discrimination, the school collects information on protected characteristics.

Information on pupils by protected characteristics at September 2025

- **Number of pupils on roll at the school: 168**
- **Age: 4-11**
- **Ethnicity: 10% - Indian, 6% - Any other Asian, 6% - Pakistan, 17% - Black African, 6%- Black Caribbean. 11% - Any other black background, 3% - Chines, 9% - Any other mixed background, 2% - White/Black African, 1% - White/Black Caribbean, 5% - Any other ethnic group, 18% - White British, 7% - Any other white background**
- **Pupils eligible for Free School Meals (FSM): 43%**
- **Pupils eligible for Pupil Premium Finding: 43%**
- **Pupils with Special Educational Needs (SEN) 22%**
- **Pupils with English as an Additional Language (EAL): 43%**
- **Looked after children (LAC): 1.7%**

Through tracking and monitoring of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

Eliminating discrimination and other conduct that is prohibited by the Act The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at St Alphonus RC Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the General Duty of the Equality Act.

We eliminate discrimination by:

- Our behaviour policy ensures that all children feel safe at school and addresses bullying and stereotyping
- Reporting, responding to and monitoring any incidents
- Regularly monitoring the curriculum to ensure that it meets the needs of all our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it We advance equality of opportunity by:

- Identifying underachieving groups or individuals and plan targeted intervention

- Taking steps to meet the needs of people who have a particular protected characteristic
- Having an inclusive approach to everything the school does (for example, encouraging all pupils to be involved in the full range of school activities)
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

We foster good relations by:

- Ensuring that St Alphonsus RC Primary School is seen as a school within our local community
- Ensuring that equality, diversity and inclusion are embedded in the curriculum and in collective worship.
- Ensuring that equality and diversity is embraced by staff, pupils, parents and visitors

Equality Objectives 2025-28

In order to further support pupils, raise standards and ensure inclusive teaching, we will:

1. Equip teachers, staff and governors to challenge any form of discrimination, bullying or harassment
2. Introduce initiatives that will reinforce the whole school approach to embracing equality, diversity and inclusion.
3. Improve our monitoring systems so that we can fully monitor and analyse and act on any trends or patterns in the data that require additional support for pupils. Include monitoring of data in relation to recruitment, retention and professional development of staff.
4. Develop a whole school approach to promoting positive health and well being

The Equality Objectives will be reviewed and reported on annually.

EQUALITY STATEMENT

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