



Equalities Policy Appendix A

Equalities Information

We recognise that the public sector equality duty has three aims, 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 share a protected characteristic and those who do not

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires (including focussed questionnaire on diversity and inclusion 2022)
- Inclusion and belonging audit 2022 – involving staff and governor representatives
- curriculum workshops, open to all parents for key skill areas (Maths, Reading, Phonics)
- class and whole school assemblies, embracing a breadth of cultures
- use of Picture News assemblies which introduce children to topical issues every week and highlights links to the protected characteristics as appropriate
- open sessions in all year groups for parents/carers/other relatives
- the school curriculum, designed to enable children to understand and respect diversity
- disability awareness sessions run for pupils through the curriculum.
- regular training sessions for teachers to consider the experiences of minority groups in schools and how this might influence classroom practice
- strong inclusion agenda through school improvement planning and governor monitoring
- developing an accessible site and adapted equipment
- working towards being a Rights Respecting school.
- direct contact with parents representing pupils with particular protected characteristics
- strong Young Governors and Class ambassador systems to support pupil voice.
- Involvement in district Equality and Rights Advocates (EARA) group, giving opportunities for pupils to support the development of equalities practice in school.
- use of the 'House' system to promote community between different year groups in school.
- parenting support groups and advice sessions with Home School Link Worker and school nursing team.
- parent open sessions prior to Year 5 and 6 Relationships, Health and Sex Education curriculum.
- RE curriculum which includes learning about a range of faiths and other world views
- curriculum enhancement through a focus about specific cultures/communities, drawing on pupil suggestions, own experiences, or those of their families, utilising personal links.
- Link with local retirement home (choir performance) – promoting links across generations

The following tables show the school and national attainment for 2024 for reading, writing and maths by pupil group:

Key stage 2 reading by pupil group							
Breakdown	Reading attainment						
	Cohort	Achieving the expected standard		Achieving a higher standard		Average score	
		School %	National %	School %	National %	School	National
All pupils	90	80	74	39	28	107.1	105.2
Male	53	75	71	32	25	106.3	104.5
Female	37	86	78	49	32	108.3	105.9
Disadvantaged	12	75	62	33	18	106.7	102.8
SEND (inc. 3 EHCPs)	11	27	41	0	1	95.8	99.4
English additional language	6	83	72	50	27	111.0	104.7

Key stage 2 writing by pupil group					
Breakdown	Writing attainment				
	Cohort	Achieved the expected standard		Achieved a greater depth	
		School %	National %	School %	National %
All pupils	90	87	72	18	13
Male	53	79	65	21	10
Female	37	97	78	14	16
Disadvantaged	12	83	58	17	6
SEND (inc. 3 EHCPs)	11	18	30	0	3
English additional language	6	100	72	33	13

Key stage 2 maths by pupil group							
Breakdown	Maths attainment						
	Cohort	Achieving the expected standard		Achieving a higher standard		Average score	
		School %	National %	School %	National %	School	National
All pupils	90	87	73	38	24	107.2	104.4
Male	53	85	74	49	27	108.5	104.9
Female	37	89	73	22	21	105.5	103.8
Disadvantaged	12	83	60	33	13	106.2	101.5
SEND (inc. 3 EHCPs)	11	27	37	0	7	97.1	98.2
English additional language	6	83	77	83	22	110.3	105.6

KEY

SEND – Special educational needs and disabilities; EHCP – Educational Healthcare Plan

Disadvantaged – children in receipt of free school meals at any time in past 6 years + those in local authority care ('looked after' children) or those who were previously in local authority care

Key stage 2 reading, writing and maths by pupil group					
Breakdown	Cohort	Achieving the expected standard or higher		Achieving at a higher standard	
		School %	National %	School %	National %
All pupils	90	76	61	16	8
Male	53	70	57	19	6
Female	37	84	64	11	9
Disadvantaged	12	75	45	17	3
SEN (inc 3 EHCPs)	11	9	22	0	1
English additional language	6	83	62	33	9

Participation in Extra-curricular Clubs

<i>Club</i>	<i>Girls</i>	<i>Boys</i>	<i>Pupil Premium</i>	<i>SEN</i>
Junior Choir (Y2/3)	29	16	2	4
Senior Choir (Y4-6)	50	21	6	7
Football Y5/6	6	34	5	5
Football Y3/4	0	15	0	1
Dodgeball	2	18	0	1
Y3 TT Rockstars club	16	45	8	8
Y5 Book club	3	9	2	4
Y4 TT Rockstars club	15	16	5	2
KS2 Running Clubs		35	4	4
Hockey Club	5	12	0	0
The Green Team	7	14	2	0
Young Governors	8	7	1	1
House Captains	5	3	0	1
RRE Ambassadors	11	10	1	0
Orchestra	23	9	2	0
Production club (Y5/6)	51	19	8	6
Tennis Club	9	15	8	6
KIT Club	5	5	10 (All Service PP)	1
Homework club	5	10	1	2
Gymnastics clubs	20	9	1	0
Extra-curricular instrumental lessons	46	38	4	7

Staff data

As we have fewer than 150 staff, we are not legally obliged to publish staff information. Because of the small number of staff employed at Whiteley Primary School, we choose not to publish staff information because of the significant risk of individuals being identified.

Other information

Information	Evidence and commentary
Governor representation as at March 2025	4 male 13 female

Qualitative information

The school has published various policies on the school's internet site (www.whiteleyprimary.co.uk). These policies evidence the school's commitment to the principles outlined in this policy and the public sector equality duty.

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NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality information on an annual basis.