



Report on Equality Objectives – November 2023

A revised equality plan and objectives will be agreed in January 2024

Equality Objective	Actions required to achieve objective	Success Criteria How we will know we are making progress	Protected Characteristics
<p>1</p> <p>Involving all stakeholders and fully communicating our procedures and plan.</p>	<ul style="list-style-type: none"> • Revise the annual parents survey to ensure equality related questions are included every year. • Continue to publish this plan, our objectives and annual reviews on to our school website. • Remind parents on an annual basis of how we teach and mark a wide variety of religious beliefs and celebrations through our RE curriculum and Worship timetable. 	<p>Feedback from annual parent survey is used to revise this plan and within the review of progress. (Governors - By July 2021)</p> <p>The website includes all relevant information regarding this plan. (CE - By April 2021)</p> <p>Completed curriculum map and worship timetable include the education and celebration of a diverse range of religious beliefs, events and celebrations. (CE and DW - By June 2021)</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>

<p>2</p> <p>Ensuring equality of opportunity and participation.</p> <p>To increase engagement in learning and school life across all activities, ensuring equity and fairness in access.</p>	<ul style="list-style-type: none"> • Monitor and analyse pupil achievement by race, gender and disability. • Ensure that a diverse range of pupils are making a positive contribution to the life of the school. • Ensure that our school building removes all barriers to accessibility for disabled learners and staff. • Ensure participation in extended school activities reflect the diversity of the school population. 	<p>Assessment analysis continues to include all groups on reports to Governors. (CE - From Nov 2020)</p> <p>School council, worship group and other groups include a diverse range of pupils. (CE and DW - June 2021)</p> <p>Accessibility Plan reviewed with objectives are reported on and met. (CE)</p> <p>Analysis of participation in extra-curricular activities increases participation of protected groups and ensures equality of opportunity, avoiding stereotypes.</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>
<p>3</p> <p>Promoting positive attitudes and meeting needs.</p> <p>Further develop effective pedagogy to meet the needs of all pupils regardless of ability or group.</p>	<ul style="list-style-type: none"> • Ensure that resources reflect all aspects of the community. • Further improve the effectiveness of quality first teaching through staff training. • Investigate appropriate ways of raising pupils' awareness of different sexual orientations in an age appropriate manner. 	<p>PSHCE Association plans and resources are used within our taught curriculum. (DW - From Sept 2020)</p> <p>Library books and class resources reviewed and enhanced to ensure a broad range of material is available to pupils to promote positive attitudes. (DW and CE - September 2021)</p> <p>School Nurse and other support teams help improved age appropriate strategies to raise pupil awareness of different sexual orientations.</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>

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<p>4</p> <p>Eliminating discrimination and harassment.</p>	<ul style="list-style-type: none"> To ensure that all staff are aware of procedures to Report racist/homophobic/bullying incidents. Ensure that the school's procedures for dealing with bullying/harassment are clear and known by all stakeholders. 	<p>Staff training completed</p> <p>Headteacher report to Governors to feedback outcomes of any investigations. (Every term from Feb 2021 CE)</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>

Appendix A: Information about the pupil population at Deddington CE Primary School

Number of pupils on roll at school (October 2023): 207

Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of 'protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

Number of pupils with disabilities at the school: 2

Ethnicity

White British = 90%

Ethnic minority groups = 10%

Information on pupils

	Girls	Boys	Total		SEND (Including EHCP)	EHCP	PP (Including Army)	Army	Looked after / adopted	EAL
F1	14	15	29		2	1				
Year 1	19	11	30		1		1		1	
Year 2	16	14	30		2	2	2			
Year 3	13	19	32		3		5	1		1
Year 4	15	15	30		5	2	2			
Year 5	11	16	27		7	2	1	1		
Year 6	12	18	30		8	2	4	1		
Total	100	108	208		28	9	15	3	1	1