



## 'Let your light shine' – Matthew 5:16

### Published Equality Information about the context of our school relating to the nine protected characteristics September 2022

#### Our Vision/ Aims

As a Church of England school our historical roots are vital to our identity and we are committed in serving our community. As a Church of England School, we value all of God's children, and follow our vision of **equality for all**. We believe that at Whitley Memorial Church of England Primary we are one big family, the 'Whitley Family,' striving to support our **children equally** in their spiritual and personal growth alongside their academic development.

Our school motto of 'Let your light shine' comes from Matthew 5:16: 'Let your light so shine before **all people**, that they may see your good works, and glorify your Father which is in heaven.'

This voices our overarching belief that **everyone**, no matter what their starting point may be, has God given skills and talents and we passionately believe in working collaboratively with parents, learners, members of the community, our church (St Cuthbert's), educational partners and other professionals to ensure **all children** receive the very best start to their learning journey and have every opportunity to 'Let Your Light Shine.'

Our core values are at the heart of our school ethos and Christian environment. These values form the scaffold of our half-termly Worship themes and are also taught explicitly throughout the school. Our values are: *Thankfulness, Trust, Perseverance, Justice, Service, Truthfulness, Generosity, Compassion, Courage, Forgiveness, Friendship and Respect.*

This is our published data (September 2022) about our **school population**:

Year Group	Boys	Girls	Difference (boys minus girls)	Total
Nursery	9 45%	11 55%	-2	20
Reception	17 57%	13 43%	+4	30
Y1	12 50%	12 50%	0	24
Y2	7 27%	19 73%	-12	26
Y3	20 49%	21 51%	-1	41
Y4	24 47%	27 53%	-3	51
Y5	22 55%	18 45%	-4	40
Y6	21 54%	18 45%	+3	39
Totals	132	139	-15	271

(Source: SIMS)

We currently have Years 1-6 as two form entry except Years 1, 2, Reception and Nursery as one form entry.

- There is a slight gender imbalance in most year groups with a slightly higher percentage difference of girls than boys overall. Year 2 has significantly more girls than boys
- Teaching and learning is focused upon engaging and responding to the needs of all pupils and engaging harder to reach groups
- The staff profile is not representative of any one age group more than another, but we only have 1 male teacher.



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- 20 children are from BME backgrounds and 4 children speak English as their second language
- Our disadvantaged pupils (who receive the Pupil Premium Grant) are reported on as a discrete group in order to demonstrate the effect of the PPG funding on closing gaps. We have 42.6% Pupil Premium children in school
- We have 24% SEND children in school – 12 have EHCPs
- Our school has clear protocols and targeted provision to support pupils who are on the SEND register
- Our SENDCo has the National SENDCo Award and is the Deputy Head Teacher
- The school is an accessible building, with ramps, accessible toilets and wheelchair accessible routes

**The school uses data on inequalities of outcome and involvement when setting itself objectives for achievable and measurable improvements**

- The school uses data to set itself objectives
- These are set within the school's development plan
- Objectives relating to children eligible for Free School Meals are given a high priority, although financial disadvantage is not a protected characteristic, it is a significant priority
- We record and report instances of discriminatory language or bullying, and we tackle these
- Many of our children have limited experience of the wider UK and urban contexts that exist outside Northumberland, we aim to offer a range of learning including visits and a Year 6 residential to address this

**Documentation and record-keeping**

- Our school has a statement of overarching policy which is published to the web site.
- In addition to a continuous focus on Equalities day to day, our school focuses on a different Core Value each half term to extend children's understanding of fostering good relations and challenging discrimination.

**Responsibilities**

- The Governors, Head Teacher and SLT has special responsibility for equalities matters – ensuring parity across all key stages and the whole curriculum

**Staffing**

- There are good equal opportunities practices in the recruitment and promotion of staff, both teaching and administrative.

**Behaviour and safety**

- There are clear procedures for dealing with prejudice-related bullying and incidents.
- The school annually returns a report on the number of racist incidents to the Local Authority. Surveys and focus groups show that most pupils feel safe from all kinds of bullying.
- There is regular staff CPD around the PREVENT agenda.

**Curriculum**

- Focused attention is paid to the needs of specific groups of pupils. There is extra or special provision for certain groups, which changes as appropriate.
- There is coverage in the curriculum of equalities issues, particularly with regard to tackling prejudice and promoting community cohesion and mutual understanding.
- There are activities across the curriculum to promote pupils' spiritual, moral, social and cultural development.



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**Consultation and involvement- Co-production**

- The school has procedures for consulting and involving parents and carers, and for engaging with local groups and organisations, and has regard in these for the concerns and requirements of the Equality Act 2010.
- The school has procedures for finding out how pupils think and feel about the school, and has regard in these for the concerns of the Equality Act 2010.
- We have a Whitley Parliament with MPs from each class. They meet regularly with the HT or a SLT member to discuss issues.