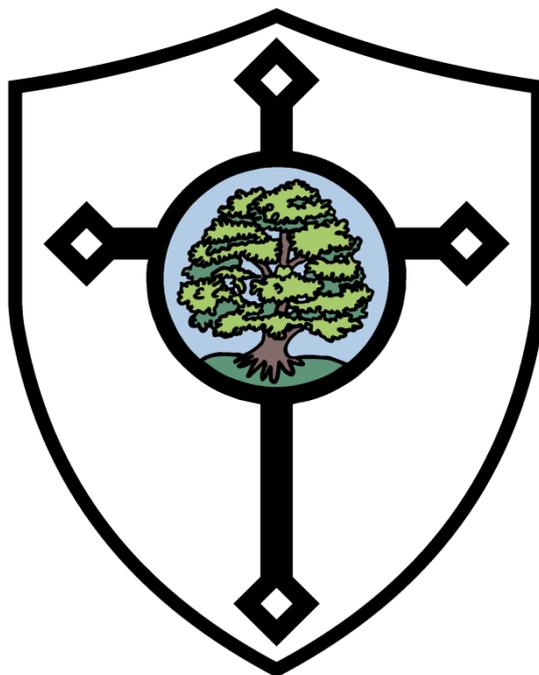


# **The New Forest C of E (VA) Primary School**

**at Landford, Nomansland & Hamptworth**



## **Equality Information and Objectives**

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## Equality Information and Objectives Primary Schools 2017-2021

**The New Forest Church of England Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment. We have adopted the 'Fruits of the Spirit' (Galatians 5:22) as our school values and expect these to be demonstrated by everyone in our school in accordance with our mission statement 'Growing and Learning Together through Christian Values'.**

### 1. 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.'*<sup>i</sup>

The New Forest 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. The New Forest 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 The New Forest Primary School is responding to these.

### 2. 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.<sup>ii</sup>

#### 2.1. 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).<sup>ii iii</sup> 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.<sup>ii iii</sup> 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.<sup>ii iii</sup> The attainment gap between Wiltshire Black Caribbean pupils and National/Wiltshire All Pupils is 14 percentage points.<sup>iii</sup>

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.<sup>iii</sup> 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 English as an additional language (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.<sup>ii iii</sup>

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. The New Forest Primary 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. The New Forest 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.<sup>ii iii</sup> Nationally 71 per cent achieved the expected standard in Reading, Writing and Mathematics, while in Wiltshire, 75 per cent of pupils achieved the same.<sup>ii iii</sup>

### **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.<sup>iii</sup> In Wiltshire, the largest group of pupils eligible for free school meals are White British pupils (379).<sup>iii</sup> 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.<sup>ii iii</sup> The small number of pupils eligible for FSM in the other ethnic categories means the data is not statistically reliable.<sup>iii</sup>

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 the school website.

## **2.2. 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.<sup>iii</sup>

In 2016, 46 per cent of Wiltshire's EAL learners achieved the expected standard in Reading, Writing and Mathematics. The equivalent figure for FLE learners was 54 per cent.<sup>iii</sup>

Nationally, 52 per cent of EAL learners achieved the expected standard, and the figure for the South-West region was 47 per cent.<sup>ii iii</sup>

The gap between FLE learners and EAL learners in Wiltshire was eight percentage points.<sup>ii</sup> <sup>iii</sup> 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.<sup>iii</sup>

The relatively poor attainment of Wiltshire's EAL learners in overall KS2 data is very largely a product of poor attainment in Reading.<sup>iii</sup> 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 Mathematics 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.

This school currently has a very small percentage of children with EAL, although some parents have EAL.

### **2.3. Gender (protected characteristic sex)**

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

This school has a small gender gap in Mathematics, where girls are performing less well than boys, which we are working to reduce.

### **2.4. 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 The New Forest Primary 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 and 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 and Mathematics.<sup>iii</sup>

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.

**The New Forest 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.**

### **2.5. 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.

The New Forest 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.

The New Forest Primary 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. The New Forest 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.

The New Forest Primary 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.

The New Forest Primary School recognises that discrimination on the grounds of religion or belief is a global concern, and our school actively promotes tolerance and respect. For example the school might commemorate Holocaust Memorial Day as a key part of its commitment to informing pupils about the consequences of intolerance.

**The New Forest 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.**

## **2.6. Gender identity and sexual orientation**

Gender identity is a relatively new area for schools but this Protected Characteristic identifies a small section of society as vulnerable to discrimination and inequality. Gender identity was included in equality legislation for the first time in 2010, and many schools, parents, as well as wider society, are learning about the issues for the first time.

Schools in Wiltshire access expert advice and support from the LA; the charity Mermaids; as well as from other schools. The New Forest Primary School recognises that gender identity is a complex area and that children, young people and their families are navigating an equality area where best practice is not fixed, and where the central advice is to be 'led by the child'.

This school is committed to ensuring that all our children feel safe while at school and that each child is given the chance to develop their unique identity with support from teaching and support staff, and their peers.

### **Equality objective**

**This school is committed to helping every child develop into self-confident young people able to access all opportunities available to them. This school recognises that a small minority of children do not feel they fit neatly into society's views of boy-gender and girl-gender. This school will:**

- **work with children on an individual basis to provide relevant support and to make appropriate adaptations to meet their needs;**

- ensure all our children thrive and achieve to the best of their ability and that gender stereotypes are minimised, e.g. in the case of activities, toys, musical instruments or subjects that may be considered more girl or boy appropriate (an example of this might be that girls might be considered better at literacy and boys at maths);
- ensure that all our children can be who they are without the introduction of unnecessary gender constraints or limitations;
- educate our children about negative language that may isolate and demean particular vulnerable pupils, e.g. transphobic language.

Pupils are taught that families come in many different forms and include single-parent; grandparent-led; same-sex parents; step-families; foster families; families who have adopted children, etc.

Our pupils understand that although families can be very different, what matters is that everyone in a family loves and cares for each other.

To ensure that our pupils develop a positive view of people, regardless of their sexual orientation or gender identity, this school acknowledges LGBT issues and addresses them when relevant in an age-appropriate manner.

This school recognises that negative views within wider society about LGBT<sup>+</sup> people can have a detrimental effect on pupil wellbeing. Data from ChildLine and anecdotal information from CAMHS (serving Wiltshire children) show that increasing numbers of children in primary schools are raising issues relating to gender identity and sexual orientation. Gender identity and sexual orientation are not mental health concerns but many of the referrals received by CAMHS for young people with issues related to their gender identity or sexual orientation are linked to bullying, isolation and internalised negative views about LGBT<sup>+</sup> people, that in turn impacts on their emotional and mental health. This school recognises that pupils with these issues are better signposted to school-based counsellors or school support groups and national websites such as Young Minds. CAMHS is encouraging of primary schools who can provide such support to their pupils, as dealing effectively with these issues at a younger age appears to reduce the more serious mental health issues presented by some LGBT<sup>+</sup> secondary school pupils.

This school is aware of the organisation *Gendered Intelligence* and will involve this organisation where the school feels individual pupils and the school would benefit from their support. This organisation provides advice and guidance to schools and families where a pupil has a parent who is transgender.

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.

### **3. 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.

#### ***Equality objective 1: pupil mental health and wellbeing***

Academic attainment is important, but pupils also need to move on from this stage of their education feeling happy and self-confident. The New Forest Church of England 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.

**The New Forest Church of England 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.**

Aim	Actions	Impact
To ensure all children receive appropriate emotional support	<ul style="list-style-type: none"> <li>Emotional Literacy Support Assistants</li> </ul>	<ul style="list-style-type: none"> <li>Staff swiftly identify children requiring additional support. Our ELSAs ensure that they look at children's needs and support them as necessary.</li> </ul>
To ensure all pupils feel valued and listened to	<ul style="list-style-type: none"> <li>School Council</li> <li>Health and well-being surveys</li> </ul>	<ul style="list-style-type: none"> <li>Children are able to express their views about the school.</li> <li>The surveys provide the school with a global picture of health and well-being. We are able to identify needs and act accordingly.</li> </ul>
Ensure families receive emotional and practical support	<ul style="list-style-type: none"> <li>Parent Support Adviser</li> <li>Small Talk</li> <li>ParentTalk course</li> </ul>	<ul style="list-style-type: none"> <li>Expert practical advice and support is readily available at no cost to families.</li> <li>Small Talk enables families to strengthen links with the school and build relationships with key staff and external agencies.</li> <li>Practical parenting support and networking enables parents to help one another.</li> </ul>

**Equality objective 2: Increase understanding of religious/faith diversity**

Another current focus for The New Forest Church of England Primary School is to ensure that our pupils understand and appreciate the rich diversity of Britain and the important values that help people with differing perspectives and outlooks to live together harmoniously. This document provides information about what our school is doing to develop our pupils' ability to live in a pluralistic (diverse) society.

**The New Forest Church of England 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.**

Aim	Actions	Impact
Ensure children develop understanding and tolerant attitudes towards others	<ul style="list-style-type: none"> <li>Ensure our school values permeate throughout every aspect of school life.</li> </ul>	<ul style="list-style-type: none"> <li>Children know our values and have a good understanding of them. They demonstrate high standards of behaviour towards one another and school visitors, equipping them for the wider world.</li> </ul>
Ensure children have a wider understanding of different cultures, faiths and communities	<ul style="list-style-type: none"> <li>Further develop our RE curriculum to include visits to places of worship for faith other than Christianity and different Christian traditions.</li> <li>Ensure that children are kept informed about world events and current affairs through class discussions, collective worship and PSHE curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>Children will have a broad first-hand experience of different cultures, faiths and communities.</li> <li>Children will be able to discuss current affairs and reflect upon how world events affect different groups and cultures.</li> </ul>

<sup>1</sup> acronym for: Lesbian, Gay, Bisexual, Transgender

<sup>i</sup> “Ten Steps to Equity in Education” (PDF) Oecd.org.

<sup>ii</sup> SFR 62/2016, 12 January 2017

<sup>iii</sup> SFR62/2016\_LA\_Table\_L1-L10

**References:**

*‘Valuing All God’s Children’*

<https://www.churchofengland.org/media/1988293/valuing%20all%20god's%20children%20web%20final.pdf>

Stonewall

<http://www.stonewall.org.uk/our-work/education-resources>

Mermaids

<http://www.mermaidsuk.org.uk/>