

EQUALITIES REPORT 2020

The ethos of St Mary's is to nurture the need of each individual child to fulfil their potential. In addition, as part of our obligations that are imposed on all educational institutions by the Equality Act 2010, the School has a Public Sector Equality Duty (PSED) to

- Publish information to demonstrate how the School is complying with PSED, including information relating people who share a protected characteristic, and to
- Publish equality objectives every four years and monitor these annually.

The protected characteristics include: age, disability, religion or belief, race, marriage and civil partnership, sex, sexual orientation, and gender reassignment.

The School's Equal Opportunity Policy and Objectives were last reviewed in 2018. In common with all the School policies, it is available on our website.

The objectives are:

- help all children develop social competence,
- provide materials to promote learning that are appropriate and reflect diversity,
- promote multi-cultural education,
- promote British values which include mutual respect and tolerance of those with different faiths and beliefs,
- To include and value the contribution of all families in School activities and actively consider equality when planning School trips.
- To make reasonable adjustments where necessary to our standard working practices to overcome barriers to accessing employment for disadvantaged people.

St Mary's pupils reflect the demographic characteristics of the area population which is predominantly White British. At times when there are one or two pupils exhibiting protected characteristics it may not be possible to present their results in Key Stage tests without identifying particular individuals. This would be in contravention of the General Data Protection Regulations and is avoided.

Nationally, there has been concern in recent years at the widening difference in performance of boys and girls in reading, writing and maths in the Key Stage 2 tests. Girls generally score higher marks. Over recent years, results at Dilwyn have shown no discernible differences between the cohorts of girls compared with the cohort of boys taking KS2 tests. This reflects the work done by staff in ensuring equal expectations of good results from both genders. As the 2020 Key Stage tests were cancelled due to the Covid-19 pandemic, it is not possible to publish any comparative results for the 2020 Year 6 cohort.

Inclusion

Pupil Premium children are supported financially so they can participate in all activities such as swimming, school trips, piano lessons and outward bound residential.

In 2019-20 there were no complaints from parents and guardians or staff concerning discrimination relating to any of the protected characteristics.