



Inspiring all to learn, care and share

Statham Primary School Equality Objectives

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2022-2026

Our Equality Objectives are guided by our core principles and vision

Inspiring all to learn, share and care.

We know all of our children and take collective responsibility for our school.

We are solution focused.

We value and respect the opinions of the whole school community to work towards the same aim.

We are equitable, fair and inclusive.

We have an open culture of challenge, support and communication

AT STATHAM	AT STATHAM EVERYONE HAS A RESPONSIBILITY TO
<p>Everyone has the right to be themselves.</p>	<ul style="list-style-type: none"> • Be respectful, kind, considerate and thoughtful. • Listen to others and respond appropriately. • Celebrate diversity and difference • Wear the agreed uniform with pride.
<p>Everyone has the right to be safe.</p>	<ul style="list-style-type: none"> • Ensure the school environment and school property is looked after. • Never physically or verbally hurt others. • Talk to staff about any worries we have. • Behave in an orderly and self-controlled way
<p>Everyone has the right to learn.</p>	<ul style="list-style-type: none"> • Focus on learning and will not distract others. • Work collaboratively to support each other and be independent learners. • Give our best effort • Move around school quietly.
<p>Everyone has the right to be happy.</p>	<ul style="list-style-type: none"> • Look after each other and include others when we play. • Smile and have a positive attitude to friendship and learning. • Accept sanctions when given and comply with adult instructions • Always behave in a way that shows our best self, including when outside school or online.

Contextual Summary

Statham Primary School is a one form entry primary school with a standard admissions number of 30 pupils per class. Children are taught in single age classes and all teachers hold Qualified Teacher Status. There are ten teachers including the headteacher and senior leadership team; 80% female and 20% male. There are an additional seven teaching assistants, 85% female and 15% male. The ethnicity of all staff is White British.

The school location deprivation indicator is in quintile 1 (least deprived) of all schools. The pupil base is in quintile 1 (least deprived) of all schools in terms of deprivation, however Statham has at least double the numbers of Free School Meal pupils compared to local schools .

Statham is one of four primary schools in Lymm within walking distance of each other. There is a mixture of professionals/non working families and there has been no additional local development compared to other schools. There is low mobility of children however the school gains children at KS2 in the hope of transition to the local high school.

Children enter below typical for Speech and Language and there have been an increasing number of SEN presenting needs since 2021. The rate of overall absence (6.8%) in 2023.24.

Exit data for the school is consistently above national expectations indicating the vast majority of children leave primary school equipped with skills and knowledge required at high school.

How are we performing in relation to the three aims of the equality duty?

Eliminate unlawful, discrimination, harassment and victimisation.

We consider we do well against this aim. Our ethos, values and aims support this work, as does our approach to pastoral support and the high quality of our safeguarding and child protection practices

Advance equality of opportunity. We encourage participation in sport for those with disabilities, facilitate the engagement of all children in residential, trips and activities. We use assistive technology to support all children with learning and communication.

Foster good relations. We have an open door approach for all parents and members of staff including SLT. The Head teacher is a visible presence at the start of the school day and throughout lunch times. Learning and wider activities are shared with parents via school ping and the school website and are accessible to all.

Equality Objectives 2022-26

Our Equality objective setting process has involved gathering evidence as follows

- Pupil tracking and assessments
- Reports of any incidents (including behaviour records and exclusion record)
- Multi agency reports
- Inclusion in school activities eg clubs, visits etc
- IDSR/ ASP data
- Child Protection, Child In Need and vulnerable children information
- Stakeholder voice
- External agencies

Equality Objectives 2022-26

Objective	Actions	Timescale	Lead	Impact
To improve children's knowledge and understanding of the diverse community we live in, to promote empathy, acceptance and equality for all.	Dedicated curriculum time to explore local/ national/ global refugee crisis Visits/ visitors promote diverse culture/beliefs Staff develop curriculum learning based on stories- particular reference to Hong Kong/ Ukraine Assembly/ class assemblies promote inclusion/ diversity Use of Amazing People	Ongoing	All staff	Recent Ofsted -positive outcomes
To ensure that the needs of all children, including vulnerable children are met and they are not	Liaise with external agencies to ensure accessibility for KS2 swimming/ residential Link with Warrington Disability Partnership to consider additional accessible sports Make reasonable adjustments to the environment	Summer 2024	RH JR BW	Warrington LA commendation for Inclusion x2 yrs running Additional accessible room Links with NHS Increase in complex medical pupils

disadvantaged due to or despite of their gender, race or disability	to facilitate medical needs of children			
Ensure greater access to curriculum by improving attendance of disadvantaged children	Complete EBSA/ELSA training Increase staff/ parent communication/ support	Spring 2023	JR	
To eradicate discriminatory language	Link curriculum learning to Racism in Sport/ Hate crime Link with local Mini Police Scheme Increase partnership with PCSO Use prejudicial language records and share any incidents with parents Use wide/ diverse curriculum texts.	Summer 2023	JR	