

The St. Bart's Multi-Academy Trust

Equalities Information and Objectives Statement



Academy:	Nantwich Primary Academy
Year:	2023 - 2024

Promoting equality is at the heart of the St Bart's Multi- Academy Trust's mission. Our moral purpose is to provide the best education and curriculum in all our academies, enabling every child to realise their full potential. A commitment to equality of opportunity for both pupils and staff is at the core of everything we do. Through the positive promotion of equality, and also by challenging any form of bullying and harassment and creating an environment which champions respect for all, we aim to eliminate discrimination and fulfil our obligations under the Equalities Act 2010.

Vision Statement

Nantwich Primary Academy and Nursery's **Mission Statement**

*Walking together to reach new horizons by
Nurturing every child along 'The Pathway to Success'*

Nantwich Primary Academy and Nursery **Vision and Values**

At Nantwich Primary Academy and Nursery, we believe every child is an individual with limitless potential and working as a community partnership we can release potential as pupils journey along the pathway to success.

This vision steers our moral compass for the next generation by (child speak):

Nurturing We help each other to be kind and **respectful**, learning how to bounce back when things are tough - that's called **resilience**. We learn how to work and play well together, which is **reciprocity**.

Participating We make learning fun like an adventure! We are **reflective**, thinking carefully about what we do. And guess what? **Taking smart risks** in our safe and happy school helps our independence grow.

Achieving We celebrate everyone's backgrounds and cultures whilst making sure we're all ready for the big wide world - that's being **resourceful** and **responsible**. We aim high in everything we do to become the best that we can be.

Nantwich Primary Academy and Nursery believe our **Learning Powers** (Values) are fundamental in achieving our mission statement and vision.

*Our **Learning Powers (Values)** are at the heart of all we do*

As the foundation for 'releasing potential' in our school community, developing these 'Powers' on a daily basis, we build our learning muscles as we become life-long learners.

Our journey along the Pathway to Success is supported by St Bart's Multi Academy Trust overarching Mission Statement, Vision and Values.

Specific Statutory Duties

Nantwich Primary Academy aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Nantwich Primary Academy has a statutory duty to publish an Equality Information and Objectives Statement, as such we will publish this statement and our objectives on the Academy website and raise awareness of the plan through the Academy newsletter/social media, assemblies/worship, staff meetings and other communications.

The Academy Equality Objectives are updated every 4 years with progress analysed annually. The Academy must publish information relating to persons who share a relevant protected characteristic who are affected by their policies and practices, this information will be updated annually.

Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010

Nantwich Primary Academy eliminates discrimination by:

Regularly monitoring the curriculum to ensure that the needs of all our pupils are met and that it promotes respect for diversity and challenges negative stereotyping; tracking pupil progress half termly ensures all children make rapid progress through intervention when necessary; ensuring that all pupils have the opportunity to access extra-curricular provision.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Nantwich Primary Academy will advance equality of opportunity by:

Encouraging full participation in activities from people with a particular characteristic. e.g. promoting the involvement of girls in football; making regular assessments of pupils' learning and implementing steps to ensure progression in response to data analysis – for example, intervention records will show work being done to support disabled children or to boost the English language skills of bilingual children new to school to ensure that all groups of pupils are making the best possible progress, taking appropriate action to address any gaps.

Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Nantwich Primary Academy aims to foster good relations between those who share a protected characteristic and those who do not share it by:

Good relations are actively fostered and encouraged at Nantwich Primary Academy. Through Votes for Schools and No Outsiders assemblies and focussed sessions embedded within the curriculum, promotion of tolerance, friendship and increased awareness of a range of religions and cultures is central ; addressing relevant local, national and international issues pupils are encouraged to be informed, be curious and be heard.

Pupil Characteristics – Academic Year 2023 - 2024

Total Number of Pupils on roll: 184

	Male	Female	FSM	PP	EAL	In Care / Looked After	SEN Support	EHCP	GRT
Nursery	5	10	0	5	1	0	6	0	0
Reception	12	13	3	3	4	0	6	2	0
Year 1	7	14	7	7	1	0	4	2	0
Year 2	7	10	6	6	3	0	8	0	1
Year 3	16	13	15	15	5	0	8	2	0
Year 4	17	9	14	14	4	0	8	4	1
Year 5	13	11	10	10	6	0	10	0	0
Year 6	12	15	13	13	9	0	9	2	1

Ethnic Categories NB the list of ethnicities is provided by the DfE's Common Basic Data Set.

White – British	129	White - Irish		Traveller of Irish Heritage	
Gypsy / Roma	4	Any Other White Background	20	White and Black Caribbean	9
White and Black African	3	White and Asian	3	Any other mixed background	6
Indian	3	Pakistani		Bangladeshi	
Any Other Asian Background	5	Black Caribbean		Black - African	
Any Other Black Background		Chinese	1	Any Other Ethnic Group	
Refused		Information Not Obtained			

Religion and Belief NB the list of religion and belief is provided by the DfE's Common Basic data Set.

Baptist		Free Church		Muslim	8	Seventh Day Adventist	
Buddhist	1	Greek Orthodox		No Religion	79	Sikh	1
Church of England	2	Hindu	2	Quaker		United Reform Church	
Christian	37	Jewish		Roman Catholic	1	Other Faith	2
Congregational		Jehovah's Witness		Russian Orthodox			
Christian (Ecumenical)		Methodist		Salvation Army			

Equality Objectives – 2023 - 2024

Nantwich Primary Academy has established the following objectives:

Link to Public Sector Equality Duty	Objective	Measures taken	Responsibility	Success Criteria	Review of Measures taken Year 1	Review of Measures taken Year 2	Review of Measures taken Year 3	Overall Impact Year 4
<p>Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010</p> <p>Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it</p> <p>Advance equality of opportunity between people who share a protected characteristic and people who do not share it</p>	To ensure all staff and governors are well informed of the Equality Duty Act and are able to deliver and challenge everyone's right to equality	<p>Share new plan with LGC to agree in Autumn 2023</p> <p>Share equality plan with all staff.</p> <p>Access Equality and Diversity training for Governors and staff.</p>	Principal	<p>All stakeholders have access to a published equality plan.</p> <p>Stakeholders have opportunities to assess the impact of the plan, influencing the evaluation process and future target setting.</p> <p>Governors and staff are able to use the training to deliver and challenge everyone's right to equality.</p>				
Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.	Develop awareness of own identity and understanding of other cultures.	Children are taught about a range of cultures and faiths through a high quality curriculum.	Principal, SLT, Teachers, Support Staff.	<p>A curriculum and school environment that celebrates diversity and fosters understanding and respect for all cultures and identities.</p> <p>Students will respect difference and difference is celebrated. All will treat each other fairly and without discrimination.</p>				
Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.	Increase inclusivity in the curriculum.	Arrange professional development – Inclusion / An inclusive Curriculum –all staff	Principal, SLT and CPD lead	Our curriculum will include diverse representation, be adapted to the learning needs of all students and				

		<p>Implement an updated curriculum from Y1 to Y6 as a part of PSHE/ RSE / RE curriculum which includes difference and diversity.</p> <p>Regular assessment and revision of the curriculum to ensure all needs are met.</p>		<p>promote understanding and respect.</p> <p>Use of inclusive learning materials / strategies evident.</p> <p>School staff are able to use the training to deliver an inclusive curriculum.</p>				
Advance equality of opportunity between people who share a protected characteristic and people who do not share it.	Monitor and analyse pupil achievement by different characteristics and provide additional support when needed.	<p>Analyse data to identify underachieving groups or individuals and plan targeted interventions.</p> <p>Interventions to be tailored to the specific needs of the students -designed to help them reach their full potential.</p>	All staff	<p>All children make progress from starting points.</p> <p>Children not making progress are identified and interventions have a positive impact on progress.</p> <p>More able pupils will be challenged and stretched to ensure they reach their full potential.</p>				
Advance equality of opportunity between people who share a protected characteristic and people who do not share it.	Improve the attendance of all groups of children.	<p>Analysis of data will assist in understanding the barriers to attendance for different groups and develop strategies to address these.</p> <p>Actions will include working with parents and carers, offering additional support to students, and maintaining an inclusive and welcoming school environment</p>	Principal, SLT and Attendance Officer	Pupil's attendance for all groups is at least in line with national data for their demographic group.				