

St James' C of E Primary School - Equality Objectives

At St James' C of E Primary School we believe in the concept of the learning community and lifelong learning. Through our teaching we aim to equip children with the skills, knowledge and understanding necessary to become independent learners, with the ability to make informed choices about the important things in their lives. We believe that appropriate learning and teaching experiences help children to continue to develop and explore their potential.

We aim to establish and maintain high standards of behaviour and respect for each other. As a Christian foundation we model our values on the example of Christ. And, when things go wrong, we seek to offer a school ethos which emphasises the importance of forgiveness and the possibility of a fresh start.

The following objectives are to be read in conjunction with the St James C of E Equality Policy.

Equality objective 1:

- *To ensure that attendance for boys is in line with, or better than, the national average for three years in a row.*

Rationale:

Attendance for boys at St. James' has been on a downward trend since 2014 and needs to improve. The % of sessions missed due to overall absence for boys, compared to the national average has been:

2014 - 3.9% (National Average - 3.9%)

2015 - 4.4% (National Average - 4.1%)

2016 - 5.2% (National Average - 4.0%)

To achieve this objective we plan to:

Monitor boys' attendance half termly. Celebrate improvements in attendance. Meet with parents of boys who have poor attendance. Implement the measures in the school's attendance policy.

Progress:

2017 – 3.58% (Girls – 4.01%; National Average – TBC)

Equality objective 2:

- *Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination so that training evaluation data shows at least 80% of those staff have a good understanding of this area and feel confident in it.*

Rationale:

Of the staff who have been involved in recruitment and selection during the 2016/17 academic year, none have received formal training in equal opportunities and non-discrimination. Training evaluation data shows that 0% feel they have a good understanding of this area and 0% feel confident in it.

To achieve this objective we plan to:

Access training opportunities. Discuss equal opportunities and non-discrimination within recruitment with partner schools. Read relevant literature. Become more familiar with government guidance.

Progress:

Jul 2017