



Equalities Policy Appendix A

Equalities Information

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires (including focussed questionnaire on diversity and inclusion 2022)
- Inclusion and belonging audit 2022 – involving staff and governor representatives
- curriculum workshops, open to all parents for key skill areas (Maths, Reading, Phonics)
- class and whole school assemblies, embracing a breadth of cultures
- open sessions in all year groups for parents/carers/other relatives
- the school curriculum, designed to enable children to understand and respect diversity
- disability awareness sessions run for pupils through the curriculum.
- strong inclusion agenda through school improvement planning and governor monitoring
- developing an accessible site and adapted equipment
- working towards being a Rights Respecting school.
- direct contact with parents representing pupils with particular protected characteristics
- strong Young Governors and Class ambassador systems to support pupil voice.
- use of the 'House' system to promote community between different year groups in school.
- parenting support groups and advice sessions with Home School Link Worker and school nursing team.
- parent open sessions prior to Year 5 and 6 Relationships, Health and Sex Education curriculum.
- RE curriculum which includes learning about a range of faiths and other world views
- curriculum enhancement through projects about specific cultures/communities, drawing on pupil suggestions, own experiences, or those of their families, utilising personal links. Examples have included Y2 Kenya, Y6 Italy, RRR events, Fund raising (Comic and Sports Relief, Children in Need, Rainbow Centre, Socks for Syria), Shoebox appeal.
- Link with Hamble Heights care home and performance for retirement homes – promoting links across generations.

KS1 Data 2023 Reading

Key stage 1 reading attainment by pupil group									
Breakdown	Cohort	Achieved greater depth ?		Achieved the expected standard or higher ?		Working towards ?		Pre-key stage 1 standards ?	
		Sch %	Nat % ?	Sch %	Nat % ?	Sch %	Nat % ?	Sch %	Nat % ?
All pupils	90	22	19	83	68	13	22	3	9
Male ?	47	19	17	79	65	17	23	4	11
Female ?	43	26	21	88	72	9	21	2	7
Disadvantaged ?	5	60	22	80	73	20	19	0	7
Other ?	85	20	22	84	73	13	19	4	7
SEN support ?	7	0	N/A	14	N/A	57	N/A	29	N/A
No SEN ?	81	25	22	91	77	9	19	0	4
English first language ?	83	22	N/A	86	N/A	12	N/A	2	N/A
English additional language ?	7	29	N/A	57	N/A	29	N/A	14	N/A

KS1 Data 2023 Writing

Key stage 1 writing attainment by pupil group									
Breakdown	Cohort	Achieved greater depth ?		Achieved the expected standard or higher ?		Working towards ?		Pre-key stage 1 standards ?	
		Sch %	Nat % ?	Sch %	Nat % ?	Sch %	Nat % ?	Sch %	Nat % ?
All pupils	90	7	8	69	60	27	28	4	10
Male ?	47	2	6	62	54	32	31	6	13
Female ?	43	12	10	77	66	21	26	2	7
Disadvantaged ?	5	0	10	60	65	40	26	0	8
Other ?	85	7	10	69	65	26	26	5	8
SEN support ?	7	0	N/A	0	N/A	57	N/A	43	N/A
No SEN ?	81	7	10	77	69	23	26	0	5
English first language ?	83	6	N/A	70	N/A	27	N/A	4	N/A
English additional language ?	7	14	N/A	57	N/A	29	N/A	14	N/A

KS1 Data 2023 – Maths

Key stage 1 maths attainment by pupil group									
Breakdown	Cohort	Achieved greater depth ?		Achieved the expected standard or higher ?		Working towards ?		Pre-key stage 1 standards ?	
		Sch %	Nat % ?	Sch %	Nat % ?	Sch %	Nat % ?	Sch %	Nat % ?
All pupils	90	19	16	76	70	20	21	4	7
Male ?	47	19	19	74	71	19	20	6	8
Female ?	43	19	13	77	70	21	23	2	6
Disadvantaged ?	5	20	19	80	75	20	18	0	5
Other ?	85	19	19	75	75	20	18	5	5
SEN support ?	7	0	N/A	57	N/A	0	N/A	43	N/A
No SEN ?	81	21	19	79	79	21	19	0	3
English first language ?	83	17	N/A	76	N/A	20	N/A	4	N/A
English additional language ?	7	43	N/A	71	N/A	14	N/A	14	N/A

KS2 data 2023 - Reading

Key stage 2 reading by pupil group												
Breakdown	Reading progress					Reading attainment						
	Cohort	Adjusted score		Unadjusted score		Cohort	Achieving the expected standard		Achieving a higher standard		Average score	
		School	National	School	National		School %	National %	School %	National %	School	National
All pupils	86	-0.18	0.04	-0.18	0.00	88	80	73	35	29	106.6	105.1
Male	45	0.94	-0.21	0.94	-0.26	47	89	70	45	27	108.3	104.6
Female	41	-1.41	0.29	-1.41	0.27	41	68	76	24	31	104.6	105.6
Disadvantaged	10	-3.77	-0.85	-3.77	-0.91	10	50	60	0	17	99.0	102.4
Other	76	0.29	0.43	0.29	0.40	78	83	78	40	34	107.5	106.2
SEN support	7	-2.53	N/A	-2.53	N/A	7	43	N/A	14	N/A	99.7	N/A
No SEN	78	0.05	0.41	0.05	0.40	80	83	82	38	34	107.2	106.3
Non-mobile	83	0.12	0.08	0.12	0.04	85	82	74	36	30	106.9	105.3
English first language	82	-0.33	N/A	-0.33	N/A	83	80	N/A	34	N/A	106.4	N/A
English additional language	4	2.86	N/A	2.86	N/A	5	80	N/A	60	N/A	109.6	N/A

KS2 data 2023 Writing

Key stage 2 writing by pupil group										
Breakdown	Writing progress					Writing attainment				
	Cohort	Adjusted score		Unadjusted score		Cohort	Achieved the expected standard		Achieved a greater depth	
		School	National	School	National		School %	National %	School %	National %
All pupils	86	-1.07	0.04	-1.08	0.00	88	82	71	5	13
Male	45	-1.71	-0.76	-1.73	-0.82	47	81	65	2	10
Female	41	-0.37	0.87	-0.37	0.85	41	83	78	7	17
Disadvantaged	10	-0.50	0.36	-0.50	0.33	10	60	77	0	16
Other	76	-1.15	0.36	-1.16	0.33	78	85	77	5	16
SEN support	7	-5.25	N/A	-5.40	N/A	7	14	N/A	0	N/A
No SEN	78	-0.69	0.62	-0.69	0.60	80	88	82	5	16
Non-mobile	83	-0.86	0.10	-0.87	0.06	85	84	73	5	14
English first language	82	-0.95	N/A	-0.96	N/A	83	83	N/A	5	N/A
English additional language	4	-3.56	N/A	-3.56	N/A	5	60	N/A	0	N/A

KS2 Data 2023 Maths

Key stage 2 maths by pupil group												
Breakdown	Maths progress					Maths attainment						
	Cohort	Adjusted score		Unadjusted score		Cohort	Achieving the expected standard		Achieving a higher standard		Average score	
		School	National	School	National		School %	National %	School %	National %	School	National
All pupils	86	1.49	0.04	1.49	0.00	88	90	73	33	24	107.2	104.2
Male	45	2.47	0.82	2.47	0.78	47	91	74	47	27	108.7	104.8
Female	41	0.42	-0.77	0.42	-0.81	41	88	72	17	21	105.5	103.7
Disadvantaged	10	-0.98	0.51	-0.98	0.49	10	60	79	0	29	100.8	105.4
Other	76	1.82	0.51	1.82	0.49	78	94	79	37	29	108.0	105.4
SEN support	7	-2.62	N/A	-2.62	N/A	7	29	N/A	14	N/A	98.9	N/A
No SEN	78	1.81	0.45	1.81	0.43	80	95	82	34	28	107.9	105.6
Non-mobile	83	1.76	0.10	1.76	0.07	85	92	74	34	24	107.5	104.3
English first language	82	1.50	N/A	1.50	N/A	83	90	N/A	33	N/A	107.1	N/A
English additional language	4	1.27	N/A	1.27	N/A	5	80	N/A	40	N/A	108.2	N/A

Participation in Extra-curricular Clubs

<i>Club</i>	<i>Girls</i>	<i>Boys</i>	<i>Pupil Premium</i>	<i>SEN</i>
Junior Choir (Y2/3)	24	14	2	1
Senior Choir (Y4-6)	32	12	5	8
Football Y5/6	6	34	7	2
Football Y3/4	0	20	3	1
Dodgeball	1	19	3	0
Multi-Sports	0	12	2	0
Chess Club	2	12	0	1
KS2 Running Clubs	18	35	2	3
Hockey Club	12	15	1	3
Junior Road Safety Officers	3	3	0	1
The Green Team	5	4	1	0
Young Governors	5	10	3	1
House Captains	9	7	0	2
RRE Ambassadors	13	6	1	0
Orchestra	11	9	0	0
Production club (Y5/6)	44	17	7	4
Tennis Club	7	17	0	0
KIT Club	6	5	11 (All Service PP)	1
Archery Club	7	15	2	1
Homework club	14	9	6	2
Gymnastics clubs	26	8	3	2

Staff data

As we have fewer than 150 staff, we are not legally obliged to publish staff information. Because of the small number of staff employed at Whiteley Primary School, we choose not to publish staff information because of the significant risk of individuals being identified.

Other information

Information	Evidence and commentary
Governor representation as at March 2024	4 male 10 female

Qualitative information

The school has published various policies on the school's internet site (www.whiteleyprimary.co.uk). These policies evidence the school's commitment to the principles outlined in this policy and the public sector equality duty.

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NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality information on an annual basis.