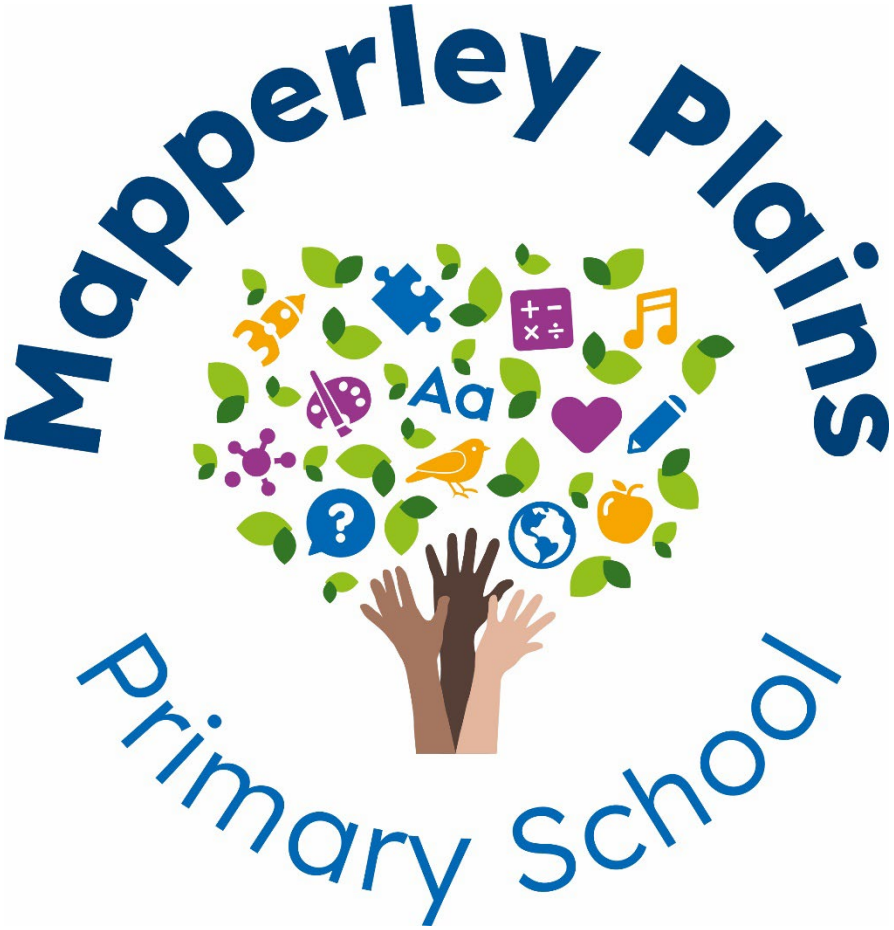


Equality Data and Objectives

Autumn 2022

Equality Objectives

WELCOME TO MAPPERLEY PLAINS PRIMARY SCHOOL

Mapperley Primary School has used the following process to assist them in identifying some of the barriers to their pupils in accessing education provision.

Stage 1: Understanding Our School Community – Pupils

What is the school profile?

- How many children are on roll at the school? 340
- What information on pupils is collected by protected characteristics?

Using SIMs data the following information was available:

Ethnic Group					
Any other Asian background	5	Any other mixed background	14	White - British	250
Indian	9	White & Asian	10	White - Irish	1
Pakistani	7	White & Black Caribbean	15		
Black Caribbean	2	Information not obtained yet	1		
Any other Black background	3	Any other Ethnic Group	7		
Chinese	12	Refused	1		
White & Black African	2	Any other White background	11		

Language					
English	316	Hungarian	1	Spanish	1
Arabic	4	Korean	2	Turkish	1
Bengali	1	Kurdish (Sorani)	2	Ukrainian	3

Chinese	2	Panjabi	2	Urdu	4
Chinese (Cantonese)	2	Polish	2		
Chinese (Mandarin/ Putongha)	2	Romanian	1		
French	1	Russian	1		

Disability					
Hearing Impairment	2	Profound & Multiple Difficulty	1	Autistic Spectrum Disorder	2
Moderate Learning Difficulty	24	Specific Learning Difficulty	2	Speech, Language & Communication	21
Other Difficulty / Disability	2	Social, Emotional & Health	4		
No Special Educational Need	300 (88%)	SEN without an EHCP	39 (11%)	SEN with EHCP	1 (1%)

Boys	**Girls**
165	175

Free School Meals	
FSM	20

Religion					
No religion	221	Other religion	15	Muslim	14
Christian	71	Sikh	6	Buddhist	1
Hindu	4	Refused	2		

No Information was available on the following protected characteristics which are not relevant to the Primary Age Range:

- **Gender Reassignment** - The school did not have any information on whether any of the children on roll had reassigned their gender as the question had never been asked as it was not appropriate to the Primary age range.
- **Sexual Identity** - The school did not have information on whether any of the pupils on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question had never been asked as it was not appropriate to the Primary age range.

Stage 2: Understanding the Information Gathered

Using the monitoring information gathered the school looked at the following to identify whether there were any obvious gaps or potential issues for pupils in relation to the protected characteristics:

- Admissions
- Attainment
- Attendance
- Engagement in school activities
- Exclusions
- Prejudice related incidents
- Rewards and sanctions
- Representation on school bodies e.g school councils

Improve our experiences available to our students to ensure opportunities and access for all.

Equality Objective 1: How will we achieve this:

• We will ensure we provide regular communication with students and parents around specific organisations that can help and support families across a range of topics including mental health, food bank, external agency support etc.

- We will actively look at ways of tackling any barriers that prevent accessibility. We will regularly obtain the views of all students, particularly those with Education Health and Care Plans (EHCP) and physical disabilities, to ensure that we are meeting their needs and making any necessary adjustments.

- We will make sure that all our students, regardless of disability, sex, race, religion, gender reassignment, sexual orientation, pregnancy or age have equal opportunities in taking part in extra-curricular activities.

- Breakfast Club is available to all students and is promoted widely to all students in the academy.

We aim to provide a curriculum that enables our pupils to function fully in a diverse and democratic society.

Equality Objective 2: How will we achieve this:

- By ensuring that our whole school approach to citizenship enables students to appreciate their rights and responsibilities in modern British society.

- By ensuring that visitors invited to speak to our pupils represent a diverse range across society.

- Throughout the curriculum pupils will gain insight into wider global issues and allow enquiry into issues around diversity and discrimination.

- Throughout the academic year we will work with a range of carefully selected local, national and international charities to provide students with an insight into the wider communities and issues that they might face.

- We will offer a range of trips for our pupils so that they can develop cultural capital and broaden their experiences.

Improve our knowledge and understanding of discriminatory behaviours within our organisation.

Equality Objective 3: How will we achieve this:

- By identifying Diversity, Equity and Inclusion (DEI) lead within our school who will develop and ensure diversity across school.

- There will be training for all staff on the Equality Act 2010 and reasonable adjustments, and this will form part of the new staff induction.

- We will ensure there is at least one event per term that aims to improve staff and pupils' knowledge about discrimination.

- We will carry out regular questionnaires to find out about whether staff, families and pupils feel there is discriminatory behaviour that we do not know about or have not noticed.

- Our online safeguarding system will have clear separate categories for discrimination against the nine protected characteristics. Repeat offenders are identified, quick responses are established and external agencies utilised, where necessary.

- We will log all discriminatory behaviour against any of the protected characteristics to enable us to monitor and identify any areas of concern where more education is needed for staff, pupils or families.

The equality objectives for Mapperley Primary School are contained within the School Improvement Plan and are monitored termly by the Governing Body.