Equality objectives review

December 2024

Objective	Evidence	Analysis
To develop pupils' knowledge of equality, inclusion and diversity	All staff were provided with Inclusive Practice training in Autumn 2022 to ensure they were equipped to: ● Fulfil the school's legal and moral responsibilities to promote equality, tackle discrimination and foster positive relationships ● Embed EDI best practice in planning, resourcing and delivering inclusive learning ● Establish a climate where all pupils and staff feel valued, included and empowered This term, the EDI Lead has attended Train the Trainer CPD for the same course. This course equipped the Diversity Lead with the skills and resources to deliver the same training to new school staff. Children have been taught about the Equality Code and pupil conferences demonstrate that children have a strong understanding of the Equality Act and the protected characteristics. Teachers attend termly progress meetings with the Assessment lead. In this meeting, attainment levels are quality assured. For example: scaled scores allow the teachers to make consistent judgements free from	Rather than outsourcing this CPD, having our Diversity leader equipped with the skills to deliver the training herself does the following: ● Significantly reduced training costs for training current and future staff ● Greater flexibility as to when training is delivered ● Greater long-term 'buy-in' and accountability from staff There is a timetable in place for staff who have joined our school after the team training in Autumn 2022 to be targeted by the end of this academic year. Due to the diverse context of our school, it is a priority for all staff to have a shared understanding of equality, diversity and inclusion. There is a robust system in place for recording racist incidents and all children know how to report unwanted language and behaviour. There have been 4 racist incidents recorded in the academic year 2023-24. These cases are analysed and action taken to increase children's understanding and for learning to take place. In cases of racist behaviour, the school's behaviour policy is followed. In addition, the school takes steps to further educate the children in the area of tolerance and respect through additional PSHE and circle time sessions in class. The school also works closely with Aidan Hannon, a police officer who runs the Police Awareness

	unconscious bias.	programme in the school, who has delivered additional workshops and 1:1 sessions where racist incidents have occured.
Through the schools' curriculum, all children, staff and families feel represented	See table below for St Francis of Assisi curriculum opportunities and Cultural Calendar	Subject leaders are committed to ensuring the curriculum is reflective of the school's diverse community wanting all children 'to see and be seen'. The significant individuals and events we choose to study are regularly audited and thoughtfully chosen. The school embraces the diverse culture of our city through the exploration of various festivals and celebrations in our Cultural Calendar.
To increase levels of engagement in learning and school life across all activities to ensure equity and fairness for disadvantaged families.	See analysis of End of KS2 data for academic year 2023-24 below See club registers below	The school tracks the attainment and progress of children termly. This is further analysed by looking at groups of learners; disadvantaged children are rigorously tracked each term and the data shared with governors through the FGB Headteacher's Report. Teachers discuss their class data in termly progress meetings with the Assessment Lead to ensure they are keeping up not catching up. Where children are not keeping up, targeted interventions are put in place. Financial hardship is not a barrier for any child in the school. If a family requires support, the school will ensure that children who would like to attend, can attend. The school works with outside providers to keep costs as low as possible across the 10 week timetable and will make changes to clubs based on the children's interests and likes.

Curriculum opportunities for children at St Francis of Assisi

Subject	Examples of diversity across the curriculum
Art/ DT	Sonia Delauney, Omar Rayo, Tokisho McAdams, Chiaozza, Kara Walker, Gabi Jiminez, Barbara Walker, Ana Maria Edelescu, Yayoi Kusama, Deborah Kass, Partick Quarm, Frida Kahlo and Jean Shin
Music	Tito Puente (salsa composer/performer) yr 5, Bobby McFerrin (singer/songwriter) yr 1, Kanneh Mason family (KS2), Louis Armstrong Yr 6 , Ladysmith Black Mambazo Yr 4, Israel kamakawiwo'ole Yr 3
Science	Jane Goodall: conservationist (y1 animals including humans unit), Janaki Ammal: botanist (y2 scientists unit), Mary Anning: discovered many fossils (y3 rocks unit), Beatrix Potter: author and illustrator (y3 plants unit) Jane Goodall: conservationist (y5 living things and their habitats unit), Ruth Benrito: chemist (y5, properties and changes of matter unit) Doudna & Rosalind Franklin: (y6 living things and their habitats unit) Alhazen: wrote a book about optics (y6 lights unit)
History	The Windrush Generation Year 2, The London Olympics (local history unit) Year 5, Britain's Story of Migration Year 6
RE	Sister Michelle- the role of women in the Church today.
Misc	Cultural Calendar , Chelsea FC Foundation workshops: Goal Getters, Speak out, This is us

Cultural Calendar

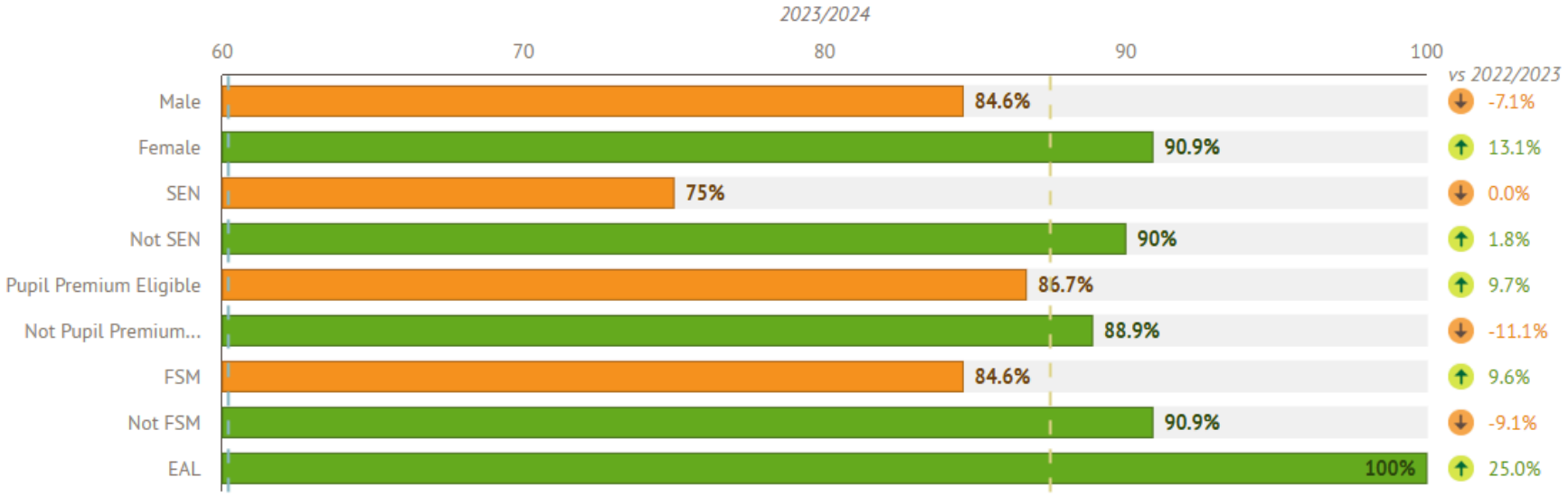
Religion
British
General
Inclusion
Festival around the world
School Specific

	Year A	Year B
JAN	Orthodox Christmas	Epiphany (different cultures)
	Martin Luthor King Day	
	World Braille Day	Lunar New Year - (Taoist Lantern Festival)
FEB	Children's Mental Health Week	Children's Mental Health Week
	Rio Carnival	Mardi Gras
	Shrove Tuesday / Candlemas (FB)	Shrove Tuesday / Candlemas (FB)
	World Hijab Day	
MAR	St David's Day 1st	St Patrick's Day
	International Women's Day 8th	Holi - Hindu celebration
	International Happiness Day 20th	International Women's Day
	Cherry Blossom Festival 27th	International Happiness Day
APR	World Autism Awareness Day 2nd	Groundation Day - Rastafarian celebration
	Vaisakhi 13th	Eid al Fitr - Muslim celebration
	St George's Day 23rd	Songkran

MAY	Children's Day - japanese celebration 5th	Buddha's birthday
		Deaf awareness Week
JUNE	Eid al adha- Muslim celebration 16th-20th	Windrush Day (Special anniversary year)
JULY	LA Tomatina - Spanish celebration	Dharma Day - Buddhist celebration
		International Day of the World's Indigenous Peoples
	Bastille Day (FB)	
	Nelson Mandela Day	
AUG		
SEP	Rosh Hashanah - Jewish celebration	Yom Kippur - Jewish celebration
	World Afro Day	World Afro Day
OCT	Harvest Festival - British celebration (Thanksgiving)	Dia de la Muertos All Souls Day (Toussaint FB)
	Dyslexia/ Dyscalculia Day	ADHD
NOV	Guy Fawkes -firework celebration	St Andrew
	Armistice Day (Remembrance Sunday)	Armistice Day (Remembrance Sunday)
	Guru Nanak birthday - Sikh celebration	Diwali
DEC	International Day for People with Disabilities	Douz sahara festival

Club	Gender	SEND	FSM/PP chn
Football 4-6 (10 children)	80% girls 20% boys	50% send	60% pp
Cooking (6 children)	83.3% girls 16.7% boys	33.33% send	50% pp
Drama Rec-2 (13 children)	53.8% girls 46.2% boys	0% send	7.7% pp
Basketball 4-6 (13 children)	53.8% girls 46.2% boys	13.4% send	38.5% pp
Multisports Rec-2 (6 children)	16.7% girls 83.3% boys	33.3% send	16.7% pp
Art 1-3 (14 children)	50% girls 50% boys	21.5% send	7.2% pp
Choir 4-6 (38 children)	98.4% girls 31.6% boys	21.1% send	55.2% pp
Football 1-3 (14 children)	7.1% girls 92.9% boys	7.1% send	35.7% pp

End of Key Stage 2 attainment for Disadvantaged children 2023-2024



- This shows that the % of disadvantaged children working at the expected level in Reading, Writing and Maths is in line with non disadvantaged children (87% Disadvantaged children compared with 89% non disadvantaged).
- This has increased by 10% from the previous academic year.

End of Key Stage 2 attainment for children 2023-2024 - breakdown of ethnicity

- This shows that 100% of children from other ethnic groups made the expected standard in Reading, Writing, Maths at the end of Key Stage 2.