SAINT FRANCIS OF ASSISI CATHOLIC PRIMARY SCHOOL
EQUALITY OBJECTIVES

OBJECTIVE 1:

To increase levels of engagement in learning and school life across all activities to ensure equity and fairness for disadvantaged families.

Why we have chosen this objective: The school has a significant level of deprivation as indicated by the data in the most recent IDSR (June 2022). The pupil base is in quintile 5 (most deprived of all schools in terms of deprivation). The percentage of pupils entitled to the pupil premium and eligible for FSM is well above the national average. With the increase in the cost of living crisis, the school aims to ensure that the children continue to thrive academically and emotionally.

Success criteria:

- The performance between pupils entitled to Pupil Premium and others are in line; all Disadvantaged children meet at least the expected level in RWM by the end of Yr 6 unless there is a significant learning need.
- All children will access an ambitious curriculum through high expectations and high-quality teaching.
- Access to targeted interventions will be designed to support their academic or emotional needs and enable them to catch up if they have fallen behind.
- All disadvantaged children will have access to a wider range of rich and varied experiences, within and beyond the curriculum.
- An increased attendance of disadvantaged pupils in extra curricular activities to 50% (currently 30% of PP children attend at least one club).
- The percentage of disadvantaged pupils who have less than 95% attendance to be improved year on year
- 95% of parents/ carers of disadvantaged pupils will feel confident in supporting their child's learning.
- 95% of parents/ carers of disadvantaged pupils will feel confident that they can share their views with the school and that their views are listened to
- Increased number of parent/carers of disadvantaged pupils attending workshops

Objective 2

To develop pupils' knowledge of equality, inclusion and diversity.

Why we have chosen this objective: Children at St Francis are aware of the diverse community they are part of, are respectful and tolerant of this diversity and have high regards for equality. However, the leadership of the school aims to ensure that there is a more consistent curriculum approach with clear, measurable aims in mind.

Success criteria:

- 100% staff and pupils feel equipped to address bias and discrimintation
- The school has a clear code for managing discriminatory behaviour
- All staff and pupils are familiar with the protected characteristics
- There are zero racist incidents reported

Objective 3

Through the schools' curriculum, all children, staff and families feel represented.

Why we have chosen this objective: Children at St Francis are aware of the diverse community they are part of, are respectful and tolerant of this diversity and have high regards for equality. However, the leadership of the school aims to ensure that there is a more consistent curriculum approach with clear, measurable aims in mind, where all groups are embraced and celebrated.

Success criteria:

- Equality and diversity are embedded in the curriculum.
- All children and staff at SFA recognise and embrace difference.
- All staff at SFA feel they are equipped with the tools to teach the protected characteristics.
- All children and staff at SFA feel confident to address unwanted and biased behaviour and language.
- 95% children and staff feel that they are represented in the school's curriculum.