



Equality Information and Objectives Statement

1. Context

Winwick CE Primary School makes all members of our community feel welcome and valued. Through our vision 'In God's Love, aspire and achieve to be the best' (1Corinthians 16:14) and Christian values, we promote inclusion and equality and tackle discrimination. We have high expectations for all our pupils irrespective of their age, disability, gender reassignment, race, religion or belief, sex or sexual orientation. Our equalities statement is guided by some core principles and vision:

- Learners are all unique children who together are one;
- We recognise and respect differences;
- We show understanding, compassion and care to all;
- We foster positive attitudes and relationships and a shared sense of community and belonging;
- We observe good practice in recruitment and staff development;
- We aim to reduce and challenge barriers to equality that already exist.
- We are all God's children and He loves us all.

2. Vision for Equality & Diversity

Winwick CE Primary School has a school vision which is rooted in an unwavering commitment to ensure the success of every pupil. Equality of opportunity is at the heart of this vision, with an insistence that all pupils will do well regardless of their age, disability, gender, race, religion or belief, sex or sexual orientation. Our vision is guided by our core values which we apply to all children regardless of background:

- We persevere, push ourselves to improve and work hard to make it happen for our children and families.
- We respect everyone and their views.
- We have high aspirations, for our children, families and school and church community.
- We are compassionate and caring and help each other to be the best that they can.
- We are fair, we understand others and treat each other respectfully.
- We champion our school at every opportunity.
- We value our health and wellbeing and look after each other.

'In God's love, aspire and achieve to be the best'
1 Corinthians 16:14 'Do everything in love.'

3. Data relevant to Equality and Diversity

In line with the Public Sector Equality Duty (Equality Act 2010), we publish the following data:

Characteristic	Breakdown
Number of pupils & Gender	204 children. Of the 204 pupils in school 45% are boys and 55% are girls.
Number of staff	27
Number of Governors	11
Religion	Church of England School 72.06% Christian 17.65 % chose not to disclose 0.98% Muslim 0.98% Hindu 7.84% No Religion 0.49% Refused
Pupil mobility	Low
Free School Meals Pupils eligible for Pupil Premium	KS2 = 5.88% KS1 = 3.43% 12.25%
Vulnerable Groups	5 children are adopted 3 children are in care
Ethnicity	White British 92% White Irish n/a White and Asian 1% Asian n/a White and Black African n/a

	<p>White and Black Caribbean n/a</p> <p>Other Mixed Race n/a</p> <p>Other white Background 2%</p> <p>Indian 0.5%</p> <p>Chinese 0.5%</p> <p>Pakistani 0.5%</p> <p>Any other mixed background 2.45%</p> <p>Any other ethnic group 0.5%</p> <p>Any other Asian background 0.5%</p>
English as an additional language	2.94%
Special Needs	<p>10.8% SEN support</p> <p>1.96 % Pupils with an EHC plan</p>
Disabilities	<p>There are no children with a physical disability registered.</p> <p>There are no disabled members of staff.</p> <p>Most areas of the school are accessible. We do have 2 upstairs classrooms. Year group classrooms will be changed to a downstairs room, should a need require this.</p>
Attendance	<p>Last Academic year: 96.2%</p> <p>Autumn Term until W/C 02.10.2023: 97.8%</p>
Bullying and Discrimination	<p>The school consistency records and reports any incidents of bullying, in-line with school policies and also reports to the Local Governing Body.</p> <p>There are no recorded racist reports. Any recorded incidents would be reported to Local Governing Body and LA.</p>

4. Our Equality Objectives

Due regard is given to the Equality Duty aims outlined in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011, when decision-making, developing and reviewing policies and delivering services. Below are the objectives, that as a school, we will be working towards. We feel that every child should appreciate and value difference and diversity and that is why our Equality objectives are based around improving our children's knowledge, understanding and attitudes of the diverse community we live in. As a mainly White British school, we feel it is of vital importance that children learn about and embrace the diverse communities in which they live 'all are made in the image of god and loved by God (Genesis 1:27).

Equality Objective: To improve our children's knowledge and understanding of the diverse community we live in to promote acceptance and equality for all.

We will be focusing on the following areas of the community:

1. LGBTQ
2. People of different religions
3. People of different ethnic backgrounds.

We aim to achieve the objective through the following:

- To achieve the Stonewall Bronze Award and raise awareness of: Bi-phobic, Transphobic and Homophobic bullying; Gender Stereotyping and that we all live in different families 'love your neighbour as yourself (Hebrews 10:24).
- To deliver the 'No Outsiders In Our School' Curriculum as part of our PSHE.
- Staff training on Gender Equality, HBT Bullying and awareness of LGBTQ issues
- As a predominately Christian school, we aim to develop our children's appreciations of a range of world Religions through the teaching of other religions and to join in and mark special celebrations in the different religious calendars.
- Special celebrations will be celebrated through whole school and class Worship.
- Use of Picture News to explore and understand a range of local, national and global issues.
- Each year group will be taught about another religion each year and children will visit different places of Worship.
- Members of the community will be invited in to share with children knowledge about their own religions.
- To celebrate cultural and ethnic diversity within the school and wider Warrington Community.
- Celebrating 'Black History Month'.
- Children will have access to a range of reading books that promote cultural diversity and celebrate the achievements of black and ethnic minorities throughout history.
- Staff training priorities will be identified to further improve staff knowledge and skills.
- As a Christian, we teach different values each half-term. Links will be made between the value and how we can apply it within the local community.
- To celebrate diversity and equality through teaching and the development of events and displays around school.
- We aim to further reduce the number of prejudice-related bullying/ use of derogatory language incidents through pupil engagement via the School Council, Worships, PHSE and RSE etc, e.g. different families; same love displays.

Impact

It is our aim that all children grow up to be respectful, tolerant and caring citizens of the 21st century and that they promote equality and celebrate diversity.

Last Updated: October 2023

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1 Corinthians 16:14 'Do everything in love.'