



# Horningsham

## Primary School



Together we learn

## Equality Information

### Introduction

*“Education plays a key role in determining how you spend your adult life – a higher level of education means higher earnings, better health, and a longer life. By the same token, the long-term social and financial costs of educational failure are high. Those without the skills to participate socially and economically generate higher costs for health, income support, child welfare and social security systems.”<sup>i</sup>*

Horningsham Primary School recognises the importance of education in creating life opportunities and recognises that the influence of school on a child’s life is made more significant if they currently have, or have had in the past, a disadvantaged home life.

This document looks at the most recent attainment data and highlights the groups that are vulnerable to underachievement in Wiltshire schools. Horningsham Primary School is using this data to support its work to maximise the attainment of every pupil and, in particular, pupils at risk of educational underachievement.

### ATTAINMENT: NATIONAL AND WILTSHIRE DATA

For most of the groups attainment is broadly in line with national results. In this document results are being highlighted where there is a county attainment gap compared with national results or where there is national and local concern about poor attainment for particular groups.<sup>ii</sup>

### Pupils Eligible for Free School Meals

There is concern nationally and in Wiltshire about the underachievement of boys and girls who are eligible for free school meals as well as the poor attainment of children who are looked-after by the Local Authority. The attainment gaps for pupils eligible for FSM (compared with average attainment for All Pupils) are substantial although the gaps are beginning to narrow. In 2015 the gap in attainment of Reading, Writing and maths at KS2 Level 4+ in Wiltshire was 20 per cent and nationally was 15 per cent.<sup>iii</sup>

The allocation for pupils eligible and registered for FSM is set at £1345 for each primary-aged pupil. This funding is allocated to the school. In the case of Looked After Children (LAC), children adopted from care, and children with guardians, the Pupil Premium Plus is currently £1,900 per pupil. For LAC this funding is allocated directly to the LA’s Virtual Head Teacher. In the case of children adopted from care, and children with guardians, the PPP is allocated to the school. [Information about how Horningsham Primary School spends its pupil premium can be found in the Pupil Premium section of the school website.](#)

## **Pupils whose ethnic background is recorded as Gypsy/Traveller**

Wiltshire and national ethnic monitoring data shows that Gypsy Traveller pupils, as a group, have the lowest educational outcomes with attainment gaps of 50 per cent.<sup>iv</sup> This group is also of concern as they are likely to choose home education rather than opting to attend secondary school and are more likely to receive fixed term exclusions from school.<sup>v</sup> Small numbers means [name of school] is not able to detail the steps it takes to raise attainment and support transfer to secondary school in but recognises that Gypsy/Traveller pupils are particularly vulnerable within the education system. Individual support and transition plans will be prepared on a needs-basis to assist these pupils.

## **Black Caribbean Pupils, Pupils ethnicity recorded as Any Other Black Background**

The numbers of Wiltshire pupils in many of the ethnic groups (with the exception of the White British category) are too small for the annual data to be reliable.<sup>vi</sup> However, year on year, the data on the attainment of Black Caribbean pupils and pupils in the Any Other Black Background groups show a pattern of significant underachievement when compared with the attainment for All Pupils.<sup>vii</sup> Horningsham Primary School is aware that pupils in these groups continue to be vulnerable to underachievement. This mirrors the national picture as the 'Any Other Black Background' broad ethnic category (which includes Black Caribbean, Black African, Any Other Black Background sub-categories), has had the lowest attainment of the five broad ethnic categories.<sup>viii</sup>

## **Mixed White/Asian Pupils and Asian Indian Pupils**

The ethnic categories where the attainment of Wiltshire pupils is significantly above that of All Pupils are: Mixed White/Asian pupils and Asian Indian pupils. This differs from the national picture as across England it is Chinese pupils who have the highest attainment.<sup>ix</sup>

## **Boys/Girls**

Nationally, attainment in reading, writing and mathematics combined has slightly improved for both boys and girls. However, girls continue to outperform boys. The gender gap at Level 4+ has remained at 6 percentage points.<sup>x</sup> In Wiltshire the attainment gap between boys and girls has also remained at 6 percentage points.<sup>xi</sup> The largest gap between the girls and boys (in both the national and Wiltshire results) continues to be in the Writing Teacher Assessment where there is a gap of 8 percentage points.<sup>xii</sup>

The most significant gap in attainment continues to be between pupils (both girls and boys) eligible for free school meals and pupils not eligible for free school meals. Compared to the results for pupils' *not* claiming free school meals, the gap at KS2 level 4+ for Wiltshire boys eligible for Free School Meals is 23 percentage points and for girls it is 18 percentage points (nationally the gap is 16 percentage points for girls and 19 percentage points for boys).<sup>xiii</sup>

Horningsham Primary School recognises that groups of pupils may be vulnerable to underachievement for a number of complex reasons, and is able to put the following measures in place to raise attainment:

- The school ensures that all teaching staff are aware of the groups that have experienced historic underachievement
- The school ensures that all teachers have high expectations of all pupils, and individual pupils' progress and attainment is tracked, with a special focus on pupils who may be vulnerable to underachievement
- All teachers are aware that different factors can combine to exacerbate educational disadvantage, e.g. gender, being summer born, being eligible for free school meals, having special educational needs, being a young carer, etc.
- The school works closely with parents/carers to address any underachievement at an early stage, and is able to implement a wide variety of interventions.

## English as an Additional Language (EAL)

Improved performance in Writing helped Wiltshire EAL learners narrow the gap with English first language pupils to 2 percentage points in Reading, Writing and Mathematics. This matches the national figure.<sup>xiv</sup>

The local authority's Ethnic Minority Achievement Service (EMAS) continues to work with local schools to secure the achievement of EAL learners, and other learners. This includes work with individual children to assess, identify needs and recommend and support provision. It includes support from Bilingual Assistants both in the classroom and to help establish productive home-school partnerships.

In addition, the service works at a more strategic level. Recent work has included:

- providing training to specific groups including Newly Qualified Teachers, Early Years Practitioners and other school staff to equip them with the skills and knowledge to meet learner's needs.
- hosting "bilingual conferences" for multilingual children to come together, learn how to develop their skills and gain in self-confidence and respect.

As always, EMAS believes that Wiltshire schools will also benefit more widely from strategies used with learners of EAL, as it is recognised that a focus on language and communication skills can benefit a broad range of students. This belief has recently been bolstered by the findings of Professor Steve Strand in *English as an Additional Language (EAL) and educational achievement in England*,<sup>xv</sup> he showed an increase in the number of EAL learners in a school is associated with improved attainment by English first language children.

Currently at Horningsham Primary School there are no pupils with EAL.

## Disability/SEN (Special Educational Needs)

***Every school is required to identify and address the SEN needs of the pupils that they support. Information about the support provided by Horningsham Primary School for pupils with special education needs and for disabled pupils is detailed in the SEN section of the school website.***

### Disabled Pupils and SEN Pupils – Attainment Data

45 per cent of Wiltshire pupils who receive SEN support (the old SEN categories of School Action and School Action Plus combined) achieved level 4+ in Reading, Writing & Mathematics. For Wiltshire pupils with a statement of SEN or an EHC Plan; 15 per cent of pupils achieved level 4 or above in Reading, Writing & Mathematics.<sup>xvi</sup>

There is an increasing understanding of the negative impact of social, emotional, and mental health difficulties (SEMH) on the educational attainment of pupils. The incorporation of mental health into the Equality Act 2010 has helped to highlight this important issue.

**Horningsham Primary School has decided that one of our new Equality Objectives will address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood but have a greater impact in adult life.**

## Faith and Belief

Data is not collected for monitoring purposes on Religion and Belief, so there is no information available to compare the attainment of pupils who have/or do not have a religion or a belief.

Horningsham Primary School recognises how important faith and belief can be as part of a young person's developing identity, whether this relates to a particular faith or belief, or whether this relates to wider belief systems, and moral ethics.

Horningsham Primary School is committed to supporting all our young people as they develop a personal relationship with their particular set of values and beliefs, and to supporting, in the context of the Human Rights agenda, the role this plays in the moral and ethical choices they make in life.

This school takes incidents of prejudice-related bullying seriously and is committed to working closely with parents/carers to create a school environment which is nurturing, friendly and

supportive for all our children. Our school has established a procedure for recording all incidents of prejudice-based bullying and this includes bullying relating to religion and belief.

Wiltshire LA Anti-bullying Guidance specifically states that Religious Bullying can be identified as 'a negative or unfriendly focusing on religious difference or how somebody expresses their faith'. This school is vigilant in maintaining an awareness of, and appropriate responses to, this possibility. Horningsham Primary School is aware that negative faith-based media attention can have an impact on all children, and recognises the importance of ensuring that pupils are provided with accurate and appropriate information.

Horningsham Primary School ensures all pupils gain knowledge of and respect for the different faiths in Britain as part of our role to prepare pupils for modern life in a diverse Britain. As part of a whole school activity, pupils have the opportunity to celebrate a number of different religious festivals and learn from religious representatives from various communities.

Horningsham Primary School recognises that discrimination on the grounds of religion or belief is a global concern, and our school actively promotes tolerance and respect. This school commemorates Holocaust Memorial Day as a key part of its commitment to informing pupils about the consequences of intolerance.

*Horningsham Primary School has a new Equality Objective to increase understanding of religious/faith diversity (including people who do not have a faith) and to develop an awareness of the history of religious intolerance in Britain and Europe and to learn to promote tolerance and understanding.*

### **Sexual Orientation/Different Families**

This is one of the fastest changing areas of society, and one that is being addressed by Horningsham Primary School. Different families may include:

- families with adopted children (including those headed by same-sex couples)
- families with foster children (including those headed by same-sex couples)
- families headed by grandparents/uncles and aunts
- single-parent families
- children with more than one home
- step or blended families
- Families with two mums/dads.

Celebrating different families is one of the ways Horningsham Primary School has been recognising the differences and similarities between pupils. Same-sex couples are legally able to adopt children, and that this puts additional responsibility on schools to make sure that *all* families providing love and care for children feel welcome as part of the school community. Same-sex couples are being welcomed as foster carers and adopters for Wiltshire Looked-After children and the numbers of families headed by same-sex couples will continue to rise.

Horningsham Primary School works with pupils to address any use of discriminatory and bullying language that would create an unequal school environment. Horningsham Primary School school confidently tackles homophobic language (and other discriminatory language) and supports pupils to create a school environment that values diversity.

Horningsham Primary School has benefited from the information contained within the following resources which have informed and enhanced the work we are undertaking in this area:-

*'Valuing All God's Children'*

<https://www.churchofengland.org/media/1988293/valuing%20all%20god's%20children%20web%20final.pdf>

The organisation 'Stonewall' has a wide range of information, advice and resources and [name of school] utilises the information to ensure the school creates a positive and inclusive environment for all its pupils. <http://www.stonewall.org.uk/our-work/education-resources>

## Gender Identity

Horningsham Primary School is aware of the support that we can access in relation to this equality issue, including that from the Local Authority, and from *Mermaids* (this charity supports families and schools where gender identity has been recognised as a specific issue).

Horningsham Primary School is able, with the help of the Local Authority if required, to appropriately support pupils and their parents/carers should the need arise.

<http://www.mermaidsuk.org.uk/>

In addition, this school is aware of the changes we can make to avoid unnecessary gender distinctions. Such changes introduced by the school not only ensure a more equal environment should there be pupils who are uncertain about their gender identity, but can also contribute to providing a clearer perspective with regard to reviewing our data on attainment gaps between girls and boys.

This school has flexibility within the school uniform, does not make any distinction between the sports that girls and boys can play, and endeavours not to divide pupils into groups solely based on their sex.

## EQUALITY OBJECTIVES

Schools are required to update their published Equality Information each year, and in addition, must have **at least one Equality Objective** that the school can focus and work on for a period of up to four years.

### Objective 1) Increasing understanding of religious/faith diversity:

Another current focus for Horningsham Primary School is to ensure that our pupils understand and appreciate the rich diversity of Britain and the important values that help people with differing perspectives and outlooks to live together harmoniously. This document provides information about what Horningsham Primary School is doing to develop our pupils' ability to live in a pluralistic (diverse) society. Horningsham Primary School has a new Equality Objective to:

*increase understanding of religious/faith diversity (including people who do not have a faith) and to develop an awareness of the history of religious intolerance in Britain and Europe and to learn to promote tolerance and understanding.*

### Objective 2) Pupil mental health and wellbeing

Academic attainment is important, but pupils also need to move on from this stage of their education feeling happy and self-confident. Horningsham Primary School is committed to providing a nurturing environment to help develop the resilience of our pupils to cope with the ups and downs and stresses of everyday life. Horningsham Primary School has decided that one of our new Equality Objectives will:

*address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood but have a greater impact in adult life.*

See Objective Plans below:



# Horningsham Primary School Equality Objectives

<b>Equality Objective 1</b> <b>Diversity</b>	<p><i>To increase understanding of religious/faith diversity (including people who do not have a faith) and to develop an awareness of the history of religious intolerance in Britain and Europe and to learn to promote tolerance and understanding.</i></p>
<b>Specific</b>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Welcome children and families of all faiths and denominations into our school and school community.</li> <li>• Encourage our older pupils to discuss what is being reported and promoted in the news and media (ensuring age-appropriate content).</li> <li>• Teach tolerance and respect through our PHSE curriculum (including Team Time using our School Values).</li> <li>• Celebrate diversity and acknowledge a variety of religious festivals (relevant to our children as well as locally and globally).</li> <li>• Teach pupils about Islam, Judaism, Hinduism, Sikhism as well as Christianity.</li> <li>• Provide opportunities for our pupils to visit our local church and local chapel in Horningsham when they are studying Christianity.</li> <li>• Provide opportunities for our pupils to visit the Mosque in Trowbridge and arrange visits from members of the Mosque to our school when they are studying Islam.</li> <li>• Address any harassment or bullying related to faith and diversity.</li> </ul>
<b>Measurable</b>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Assess the quality and level of pupils learning about other faiths.</li> <li>• Monitor and report any incidents of harassment in order to monitor attitudes.</li> <li>• See the views of all families and those of other faiths.</li> </ul>
<b>Attainable</b>	<ul style="list-style-type: none"> <li>• We use the Wiltshire syllabus for RE, which includes learning about the faiths named above.</li> <li>• Funding within our budget has been allocated to ensuring we address different aspects of this objective.</li> <li>• Our CPD budget allocates necessary money to support professional development of staff.</li> </ul>
<b>Relevant</b>	<ul style="list-style-type: none"> <li>• We are aware of local, national and global trends for pupils of different faiths (and those with no faith).</li> <li>• In accordance with the Equality Act, the school is aware of the need for ‘positive action’ to tackle the needs and opportunities of pupils disadvantaged for social or economic reasons or for past or present discrimination to increase participation and overcome different needs and /or disadvantages.</li> </ul>
<b>Time-Bound</b>	<ul style="list-style-type: none"> <li>• Monitor progress on measurable elements considering short and long term goals.</li> <li>• Review progress on objective and amend, carry forward or set a new objective for year ahead.</li> </ul>

<b>Equality Objective 2</b> <b>Mental Health &amp; Well Being</b>	<i>To address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood but have a greater impact in adult life.</i>
<b>Specific</b>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Develop opportunities to provide short and long term support to families as needed (linked with disadvantaged pupils and PPG funding where appropriate).</li> <li>• Provide CPD for a member of staff to qualify for ELSA status (Emotional Literacy Support Assistant).</li> <li>• Establish nurture groups for targeted pupils to be run by the ELSA and supported by our PSA (ELSA trained) where appropriate.</li> <li>• Ensure each child has a grown up ‘buddy’ in school that they can talk to.</li> <li>• Provide NSPCC Childline assembly and workshops for the whole school focusing on who they can go to with a problem and what is acceptable / unacceptable in how adults interact and provide for children.</li> <li>• Have a nominated lead responsible for supporting vulnerable children and advising staff who will work alongside the Designated Senior leader for Child Protection to seek training and share information with staff.</li> <li>• Signpost support for pupils and families (Wiltshire Local Offer, Parent workshops, counselling).</li> <li>• Provide counselling where appropriate for individuals (eg Child protection related, army deployment factors for service children).</li> <li>• Encourage our pupils to manage risk and develop resilience so they can learn to deal with disappointment (through work related to our school values, team time, circle time, opportunities within the curriculum and extra-curricular activities).</li> </ul>
<b>Measurable</b>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Monitor the progress of children about whose wellbeing we have concerns at this school and after transition to next school.</li> <li>• Ensure that the Governor for Safeguarding monitors the effectiveness of external support and agencies have been as part of safeguarding monitoring and annual audit.</li> <li>• Evaluate impact of counselling and nurture provision at the end of a programme through observations, comments and contributions from staff, parents and child; comparing this with baseline assessment.</li> </ul>
<b>Attainable</b>	<ul style="list-style-type: none"> <li>• The school already has an ELSA employed and working with designated families and children.</li> <li>• We will liaise with and seek support from other schools and agencies and access professional development for staff.</li> <li>• We will attend multi-agency meetings with our partner schools within the cluster (MAF).</li> </ul>
<b>Relevant</b>	<ul style="list-style-type: none"> <li>• We are aware of both national and local trends for children.</li> <li>• In accordance with the Equality Act, the school is aware of the need for ‘positive action’ to tackle the needs and opportunities of pupils disadvantaged for social or economic reasons or for past or present discrimination to increase participation and overcome different needs and /or disadvantages.</li> </ul>
<b>Time-Bound</b>	<ul style="list-style-type: none"> <li>• Monitor progress on measurable elements considering short and long term goals.</li> <li>• Review progress on objective and amend, carry forward or set a new objective for year ahead.</li> </ul>

## References:

*'Valuing All God's Children'*

<https://www.churchofengland.org/media/1988293/valuing%20all%20god's%20children%20web%20final.pdf>

Stonewall

<http://www.stonewall.org.uk/our-work/education-resources>

Mermaids

<http://www.mermaidsuk.org.uk/>

## Data Sources:

---

<sup>i</sup> "Ten Steps to Equity in Education" (PDF) Oecd.org.

<sup>ii</sup> SFR 47/2015, 10 December 2015

<sup>iii</sup> SFR47/2015 KS2\_LA\_Table 25

<sup>iv</sup> SFR47/2015\_National\_Table\_9a

<sup>v</sup> School Census

<sup>vi</sup> School Census

<sup>vii</sup> School Census

<sup>viii</sup> SFR47/2015\_National\_Table\_9a

<sup>ix</sup> School Census

<sup>x</sup> SFR47/2015\_National\_Table\_9a

<sup>xi</sup> SFR47/2015\_LA\_Table\_23

<sup>xii</sup> SFR47/2015\_LA\_Table\_23

<sup>xiii</sup> SFR47/2015\_LA\_Table\_25

<sup>xiv</sup> SFR47/2015\_LA\_Table\_24

<sup>xv</sup> Strand et al (2015), English as an Additional Language (EAL) and educational achievement in England: An analysis of the National Pupil Database (EEF)

<sup>xvi</sup> SFR47/2015\_LA\_Table\_27

**To be reviewed: July 2022**