

**Bishop Loveday CE Primary School  
Equality Policy Impact statement 2016/17**

The Warriner Multi Academy Trust's Single Equality Policy has 2 key equality objectives, and the policy outlines in detail what we will do to achieve them. The equality objectives are;

- **To ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice throughout all of our schools.**
- **To ensure progress of our children is not hindered by inequality**

The aim of this impact statement is to show our compliance with the Public Sector Equality Duty by demonstrating the impact of our Equality Policy and the progress towards our Equality Objectives.

This year, at Bishop Loveday we have done the following ***to ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice:***

- Assemblies and curriculum topics with a Global Learning theme, focusing on equality and children's rights.
- Embedded links with the RE curriculum, i.e. Fairtrade, rights of the children,
- Joined an European learning project, Erasmus+, focusing on the rights of all children and equality
- Reviewed our behaviour and anti bullying policies
- Reviewed access to extra-curricular opportunities

This is how we've measured the impact;

- Consulted with parents on the impact of our behaviour policy and anti-bullying policy
- Consulted with children on incidents of bullying, including racial incidents
- Monitored incidents of bullying and alleged bullying

<b>Feedback from parents 2015-17</b>	<b>2015 (55 in total)</b>	<b>2016 (32 in total)</b>	<b>2017 (64 in total)</b>		<b>2015 (55 in total)</b>	<b>2016 (32 in total)</b>	<b>2017 (64 in total)</b>
	Excellent or Happy	Excellent or Happy	Excellent or Happy		Not happy/ Systems are confusing	Not happy/ Systems are confusing	Unhappy Systems are confusing
How you are kept informed about your child's behaviour	67%	94%	98%		2%	6%	2%
How clear your children feel about behaviour expectations in school	96%	97%	98%		2%	3%	2%
How bullying is dealt with at our school.	59%	94%	97%		7%	6%	3%
How easy it is for you to discuss any concerns with school.	82%	91%	97%		9%	9%	3%
Do you feel your voice/concerns are listened to and where possible acted upon.	77%	91%	98%		5%	9%	2%

## Pupil Questionnaire 2017

QUESTION	ALL OF THE TIME	MOST OF THE TIME	NEVER
I like school	43%	54%	3%
I enjoy playtime	57%	42%	1%
I enjoy my work	42%	52%	6% (10% of EYU/Y1, who said they like to play more, compared to 2% across the rest of the school)
I feel safe at school	79%	19%	2%
I would know which adult to go to if I had a problem	67%	31%	2%

Has anyone made a racist remark to you in the last few months?	YES = 0.5% (2 children: 1 child, who reported the incident in Term 1 and it was dealt with appropriately, with parents informed; 1 child, new to the school who has had comments about her accent, but not nasty)	NO = 99.75%
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This year at Bishop Loveday, we have done the following ***to ensure the progress of our children is not hindered by inequality;***

- Monitored the progress of students with different characteristics in comparison to the whole cohort.
- Put strategies in place to minimize gaps identified, for example: small group tuition, access to extra-curricular activities, access to residential visits, booster groups, nurture groups and 1:1 sessions
- Monitor behaviour, including looking at patterns and trends within groups of pupils

This is how we've measured the impact;

### Breakdown of progress in groups and subjects across the school (from teacher assessments)

Year Group	Subject	Boys	Girls	SEN	EAL	Ever 6
Y1	Reading	3.1	3	3.4	3.5	3.5
	Writing	2.9	3	2.8	3.5	3.5
	Maths	2.9	2.9	2.4	3	3
Y2	Reading	4	3.6	2.6	N/A	3.7
	Writing	4.4	4.2	3.3	N/A	4
	Maths	4.2	3.9	2.9	N/A	4.3
Y3	Reading	4.3	4.5	4.25	4.7	4.3
	Writing	4.5	4.4	6.5	4	5
	Maths	4.1	4.4	5.3	4.8	4.3
Y4	Reading	4.6	4.2	4	N/A	4.5
	Writing	4.7	4.4	2.5	N/A	4.5
	Maths	4.8	4.8	6	N/A	6
Y5	Reading	5.8	4.7	6	3.7	12
	Writing	6.6	5.8	7.6	6	14
	Maths	5.9	5.7	7	6.3	11
Y6	Reading	4.2	3.9	4.5	9	4.9
	Writing	4.7	4.6	3.6	8	5.7
	Maths	5	8.8	6.4	4	6.7
	Total	80.7	80.8	81.05	60.5	104.9
	Average (Y1 - Y6)	4.48	4.49	4.5	5.04	5.78

The schools in the Warriner Multi Academy Trust will continue to strive towards removing inequality as a barrier towards achievement. We will ensure that our staff, parents and student are familiar with our Equality Policy, the objectives in it and what it means in practice.