



Burbage C of E Infant School

Equality Objectives Report

For the academic year 2023-2024

Report Date: November 2024

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Introduction

Our Mission Statement:



We are committed to fulfilling the legal duties under the Public Sector Equality Duty (PSED) which was introduced by the Equality Act 2010 and extends to nine protected characteristics: race, disability, sex, age, religion, belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, and gender reassignment. As a school community we are committed to upholding these duties in order to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between different groups;
- Foster good relations between different groups.

Burbage C of E Infant School will publish a report each year outlining compliance with the Equality Act 2010.

Equality Information – Pupils

1. Purpose

Burbage C of E Infant School is an infant school in Leicestershire for ages 4 to 7 years and in 2023-24 there were 251 pupils on roll (close to average size). The school has a diverse intake of boys and girls from our catchment area. The school deprivation indicator was (0.11) below national (0.18). KS1 attainment was above national for reading, writing, maths and phonics.

2. Free School Meals

11.9% of pupils were known to be eligible for Free School Meals in 2023-24 which was well below the national average. The progress and achievement of students on Free School Meals was expected. Attainment was below expected. The school has a fund to provide financial support for families such as trips, an after-school club and music lessons.

3. Pupil Premium

14.3% of pupils were known to be eligible for Pupil Premium which was below average nationally.

4. Age

Burbage Infants has capacity for 270 pupils. We have three classes in each year group, Reception, Year 1 and Year 2.

To be read in conjunction with the Equality and Diversity Policy (reviewed every four years).

5. Ethnicity

Burbage Infants welcomes and celebrates having pupils from all cultures and ethnicities and has a number of pupils from minority ethnic groups. Some of our pupils have refugee status and come from countries such as Ukraine.

In 2023-24 our data was:

- 87.6% White British

Other groups:

- 1.2% White Other
- 2% White and Asian
- 2.4% White and Black Caribbean
- 0.4% White and Black African
- 0.4% Black African
- 0.4% Any other Black background
- 1.2% Any other Ethnic group
- 2% Asian/Asian British – Indian
- 0.4% Asian/Asian British – Pakistani
- 1.6% Traveller of Irish Heritage
- 0.4% Any other mixed background

6. Gender

There were 6% more girls than boys across the school, with the following gender breakdown:

- Number of pupils on roll: 251
 - Number of boys: 118 = 47%
 - Number of girls: 133 = 53%

7. Disability

Disabilities range from physical disabilities to speech, language and communication needs. All staff are responsible for meeting the needs of these students. Teachers, supported by the SENCo produce a 'Provision Map' for each pupil with SEND. The SENCo monitors the provision, attainment and progress of these pupils. Class teachers keep records detailing progress towards IEP targets.

In 2023-24 our data was:

	Number of Pupils	Percentage of Number on Roll
No Special Educational Need	215	85.7%
SEND Support (<i>not inc. EHCP's</i>)	32	12.7%
EHCP	4	1.6%
Total SEND Support	36	14.3%

There is an accessible disabled toilet available in both the main building and in the double mobile classroom. We have ramp access to the main building.

To be read in conjunction with the Equality and Diversity Policy (reviewed every four years).

8. Sexual orientation and gender identity or reassignment

The school does not collect information on the sexual orientation of our pupils. Were it to be communicated to the school regarding a pupil, it would be recorded in the child's file and confidentially maintained. No data is collected by the school about gender reassignment.

9. Religion and belief

We do not formally collect data on religion and beliefs. As members of a multi-cultural, multi-faith society, we value and respect all religions and beliefs.

10. Marriage and civil partnership

No data is collected or held by the school about parents'/carers' marital status, apart from the titles and names given for home contacts and information about whether letters home and reports are to be sent to two addresses, unless specifically requested by a parent/carer.

11. Attendance

Pupils' attendance in 2023-24 was above the national average. Overall absence was 4.1% (6.7% national). Persistent absence was 6% (19.4% national)¹. It is monitored on a regular basis and analysed in order to target parents/carers who need support in improving their child's attendance.

12. Exclusions and incidents

There were no permanent exclusions at Burbage Infants in 2023-24.

The school records and acts upon all incidents which contravene its Equality Policy.

13. Attainment

At Burbage Infants the vast majority of pupils perform in line with national averages. There were no significantly underachieving ethnic groups.

We have high academic expectations of all students and deliver a curriculum that is broad, balanced and rich.

14. Equality objectives in 2024-25 – Pupils (from our Equality & Diversity Policy)

- To narrow the attainment gap between pupil premium and non-pupil premium and increase attainment in writing;
- To develop the school's provision for children with Social, Emotional and Mental Health Needs;

¹ Figures from DfE for autumn to spring terms (summer term data not available).

To be read in conjunction with the Equality and Diversity Policy (reviewed every four years).

- To develop the curriculum across Burbage Infants and Burbage Junior Schools to include a progressive approach to cater for all pupils;
- To monitor and support attendance of all groups of children in school.
- To monitor and analyse pupil achievement by gender and disability and act upon any trends or patterns in this data that require additional support for pupils;
- Raise levels of attainment in core subjects for vulnerable learners.

Equality Information – Staff

1. Ethnicity

The distribution of ethnicities at Burbage Infants is broadly the same for all groups of staff irrespective of pay. There is a diverse range of ethnicities which is consistent for support staff, teaching staff and teaching assistants.

2. Sex

At Burbage Infants in 2023-24 there was a male to female ratio of 1:11 (4 males and 44 females). Staff are paid in relation to job specification, number of days' employment and level of responsibility regardless of gender and ethnicity. Average pay for male employees is higher than average pay for female employees, which is attributed to having substantially more female casual staff compared to male casual staff.

3. Disability

In 2023-24 there was one member of staff who had a disability.

4. Sexual orientation and gender reassignment

In general, no data is collected or held by the school about sexual orientation or gender reassignment in the staff population.

5. Religion

The staff includes members of a range of religions and beliefs (including no religion or belief). The school does not routinely collect or hold this information, unless specifically requested by a member of staff. The school's Leave of Absence Policy allows time off for major religious observance days for all faiths.

6. Marriage and civil partnership

No data is collected or held by the school about the marital status of members of staff, apart from titles and names given on application forms and emergency contacts, unless specifically requested by the member of staff.

To be read in conjunction with the Equality and Diversity Policy (reviewed every four years).

7. Pregnancy, maternity and paternity

The school operates the council's policies for maternity leave, paternity leave and flexible working (reduced hours). All pregnant staff have a meeting to assess their individual needs and steps are taken to ensure that these are met.

There was no maternity leave taken in 2023-24.

There was no paternity leave taken in 2023-24.

8. Training opportunities

All of our staff have access to training opportunities.

9. Equality objectives 2024-25 – Staff (from our Equality & Diversity Policy)

- Maintain high standards and expectations of language and inclusive behaviour of all adults in the school, including visitors, in line with our vision and promoting 'British Values';
- Continue to ensure that all members of staff are familiar with the key implications of the 2010 Equality Act for the school context, such as familiarity with the 'protected characteristics' and how to respond confidently to reports of any discriminatory behaviour or bullying using the school reporting systems. We will do this through staff CPD and staff meetings;
- Provide support and training so that all staff feel comfortable in teaching about, and tackling all forms of discrimination, including those with protected characteristics (see Introduction on page 1), whether in the PSHCE and RSE curricula, as well as in their subject areas.