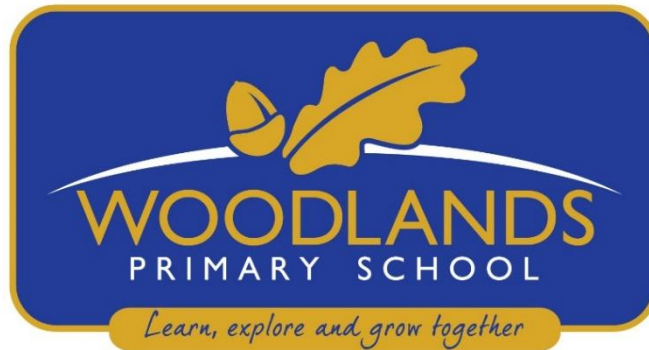


Woodlands Primary School

Public Sector Equality Duty statement for publication: Equality Objectives and Information



Written by	Lark Snow
Ratified by Governors	May 2025
Date for Review	May 2026
Signed – Chair of Governors	
Signed – Headteacher	
Is this an internal or external policy	External
Is this based on a model policy	No

This policy has been impact assessed by Mark Burns in order to ensure that it does not have an adverse effect on race, gender or disability equality.

Public Sector Equality Duty

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) that applies to public bodies, including local-authority maintained schools such as Woodlands Primary School, and extends to certain protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. This combined equality duty came into effect in April 2011. It has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Schools are [required to publish](#):

- Details of how they are complying with the PSED, which should be updated each year; and
- Their equality objectives, which are updated at least once every 4 years.

This statement is designed to meet these two requirements.

Equality Objectives for Woodlands Primary School

Woodlands seeks to have an ambitious and diverse curriculum which develops a deep knowledge and provides strong challenge in all subjects for all pupils. The ethos of the school includes respect for ourselves, each other and our community through tolerance and fairness, care and friendship, and pride in our learning. This clearly reflects our commitment to fully including, respecting and supporting all members of our school community whatever their cultural background, belief, gender, race or disability.

Based on our analysis of our equality information we have set ourselves the following objectives:

Objective 1: To ensure that challenge is inherent in every lesson for all learners and the school can evidence strong progress for all pupils across the curriculum irrespective of pupils' starting points.

Objective 2: To consolidate and share staff expertise in providing support for pupils with SEMH needs.

Objective 3: To ensure that attendance is high (above at least 95%, and aiming for above 96.5%) and cases of persistent absenteeism reduce for all groups of children.

These objectives feed into the School Improvement Plan which is monitored regularly by the Senior Leadership Team and the Governing Body. Details of school policies and the school curriculum that show how the school is meeting these objectives can be found on the school website. In addition, the pupil related data below, updated annually, shows the relevant data attainment and attendance data for pupils of different characteristics.

Contextual pupil-related data

	July 2022	July 2023	July 2024
Overall pupil numbers	640	627	584
Percentage of pupils with SEND	6%	9.4%	12.2%
Percentage of children with white British background	87.5%	85.5%	83.8%
Percentage of children with other ethnic background	12.5%	14.5%	16.2%
Percentage of children with EAL	5 %	7%	7.8%
Percentage of boys and girls in the school	Boys 51.6% Girls 48.4%	Boys 56.3% Girls 43.7%	Boys 55.4% Girls 44.6%

Attainment and Progress (relevant for objectives 1 and 2)

Overall student levels of attainment are at or above national averages. Group analysis of school data shows the progress and attainment of specific groups – all of which, bar those needing SEND support, achieve above the national average. However, where the number in a group is small, such as those for EAL and SEND support, any generalisations have to be made carefully. Below we show the figures for 2023 - 2024.

Percentage of pupils achieving Expected or above in KS2 SATs in 2023-24 (National figure in brackets)

	All pupils (94 pupils)	Boys (52 pupils)	Girls (42 pupils)	EAL (4 pupils)	SEND Support (10 pupils)
Reading	80% (74%)	77% (71%)	83% (78%)	100% (72%)	40% (48%)
Writing	85% (72%)	80% (65%)	81% (78%)	100% (72%)	40% (36%)
Maths	75% (73%)	75% (74%)	74% (73%)	100% (77%)	30% (44%)
Combined	68% (61%)	67% (57%)	69% (64%)	100% (62%)	30% (26%)

Attendance (relevant for objective 3)

	July 2023	July 2024
Overall absence percentage	6.4%	5.4%
Persistent Absence attendance (below 90% attendance)	13.5%	11.4%
Severe Absence attendance (below 50% attendance)	1%	1%
SEND	94.5%	87.7%
Pupil Premium	88.5%	89.1%

The attendance team are focussed on improving attendance in the following ways:

- Working closely with families
- Tracking individual and group attendance closely, implementing timely and personalised actions
- Creating attendance contracts
- Accessing and sharing training on Emotional Based School Avoidance
- Accessing support from external agencies such as Early Help
- Signposting and referring to services that support parenting and emotional wellbeing
- Use of our nurture breakfast club
- Adjustments to hours/timings where required and agreed, tracked closely to ensure full time attendance is the goal

Document History	
Date	Summary of changes
May 2000	Document created
May 2021	Data updated where available for 2019-20 (pupil numbers section only)
May 2022	Data updated where available for 2020-21
March 2023	Data updated for 2021 - 22
May 2024	Data updated for 2023 - 24