

The St. Bart's Multi-Academy Trust

Equalities Information and Objectives Statement

Academy:	Whitchurch CE Infant & Nursery Academy and Whitchurch CE Junior Federation
Year:	2025-2026, 2026-2027, 2027-2028

Promoting equality is at the heart of the St Bart's Multi-Academy Trust's mission. Our moral purpose is to provide the best education and curriculum in all our academies, enabling every child to realise their full potential. A commitment to equality of opportunity for both pupils and staff is at the core of everything we do. Through the positive promotion of equality, and also by challenging any form of bullying and harassment and creating an environment which champions respect for all, we aim to eliminate discrimination and fulfil our obligations under the Equalities Act 2010.

Vision Statement

'Learning to Love God and Love our Neighbour as ourselves'

The Whitchurch Church of England Federation enables both the Whitchurch Church of England Infant & Nursery Department and the Whitchurch Church of England Junior Department to work in partnership to develop the common goals and reflective approaches to teaching and learning that will ensure that all our children benefit from a quality education across the primary phase. As a partnership we aim to ensure positive outcomes and improved standards for all.

The Whitchurch Church of England Federation is proud to be a member of The St. Bart's Multi-Academy Trust, which is committed to improving the life chances of all children; academically, personally, socially and spiritually.

The Academies recognise their foundations and seek to develop their religious character in accordance with the principles of the Church of England at parish and diocesan level.

Vision Statement:

To create a welcoming and inclusive environment in which all children will flourish. Every child is encouraged to care for, respect and appreciate the ultimate worth of others, developing positive relationships as they take their first steps towards independence and becoming responsible, thoughtful and confident adults of the future, making successful contributions to their local and the global community.

Specific Statutory Duties

The Whitchurch CofE Federation aims to meet its obligations under the public sector equality duty by having due regard to the need to:

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

The Whitchurch CofE Federation has a statutory duty to publish an Equality Information and Objectives Statement, as such we will publish this statement and our objectives on the Academy website and raise awareness of the plan through the Academy newsletter/social media, assemblies/worship, staff meetings and other communications.

The Academy Equality Objectives are updated every 4 years with progress analysed annually. The Academy must publish information relating to persons who share a relevant protected characteristic who are affected by their policies and practices, this information will be updated annually.

Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010 The **Whitchurch CofE Federation** eliminates discrimination by:

Please insert examples of activities undertaken at the academy to eliminate discrimination. To eliminate discrimination we ensure that we are regularly monitoring the curriculum to ensure that the needs of all our pupils are met and that it promotes respect for diversity and challenges negative stereotyping ; tracking pupil progress takes place half termly through pupil progress meetings to ensure that all children make rapid progress and intervening when necessary.

We ensure that all pupils have the opportunity to access extra-curricular provision.

Our policies on behaviour and anti-bullying, SEND, EAL and our curriculum policies are written to ensure that we are avoiding discrimination and other prohibited conduct is expressly noted.

We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Training on the Equality Act for new and existing staff.
- Regularly reminding staff and Governors of their responsibilities under the Equality Act.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

The Whitchurch CofE Federation will advance equality of opportunity by:

All our pupils are encouraged to full participation in activities, e.g. promoting the involvement of girls in football; making regular assessments of pupils' learning and the steps you have taken in response to analysis of data – for example, work being done to support disabled children; inclusion of SEND pupils, inclusion of our EAL pupils including booster programmes for English language skills of bilingual

children from certain minority ethnic groups, ensuring that all groups of pupils are making the best possible progress and take appropriate action to address any gaps.

Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The Whitchurch CofE Federation aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- *Our curriculum has been designed to foster teachings which promote tolerance, friendship and raise awareness of a range of religions and cultures; our whole school and class workshops deal with relevant issues and we use Picture News as a platform for delivering this.*
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and personal, social, health and economic (PSHE) education, and activities in other curriculum areas.
- Delivering worship to raise relevant issues.
- Working with our local community.
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the Federation.
- Working with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps to inform and develop our approach.

Pupil Characteristics – Academic Year 2025-2026

Current characteristics include:

- Pupil Premium: 22% (Infants) and 31% (Juniors)
- FSM: 22% (Infants) and 30% (Juniors)
- EAL: 10% (Infants) and 13% (Juniors)
- SEND: 17.6% (Infants) and 19% (Juniors)
- EHCP numbers remain above national averages
- Specialist autism provision operates across both phases through Little Explorers and Explorers.

Characteristics of the Academy*							
	Start Autumn		Start Spring		Start Summer		Comments
	WIA	WJA	WIA	WJA	WIA	WJA	
Number on roll (R-Y6)	218	305	220	303	300	304	
Number on roll – Nursery only	58	-	65	-	83	-	
Boys %	57%	55%	59%	55%	59%	55%	Characteristics include all pupils
Girls%	43%	45%	40%	44%	40%	45%	
Pupil Premium %	19%	30%	21%	30%	22%	31%	
FSM %	18%	28%	20%	29%	22%	30%	
EAL %	12%	21%	10%	20%	10%	13%	
SEN %	15%	15%	15%	16%	17.6	19%	
EHCP %	7.5%	5.6%	7.3%	5.0%			
LAC %	0.007%	0.006%	0.006%	0.007%	0.7	0.6%	
Number of <u>formal</u> parental complaints	0	1	0	1	2	0	

Equality Objectives – 2025-2028

Whitchurch CE Infant & Nursery Academy and Whitchurch CE Junior Academy has established the following objectives:

Link to Public Sector Equality Duty	Objective	Measures taken	Responsibility	Success Criteria
Advancing Opportunity for All	To ensure all pupils are given the opportunity to make a positive contribution to the life of the academy.	Equal opportunities are given to all children in all areas of the curriculum and additional opportunities. Access to the academy is available for all abilities and disabilities	Principal, SLT	All academy events have pupils from all groups participating, with monitoring of groups where there is less take up. All pupil groups include all backgrounds and abilities and promote a shared pupil voice.
Advance equality of opportunity Eliminate discrimination	Through curriculum opportunities and wider school life we will promote understanding and respect for differences.	Equal opportunities are given to all children in all areas of the curriculum and additional opportunities.	All subject leaders	The curriculum in all areas promotes respect for differences and allows access to a wider school life.
Advance equality of opportunity	To track and monitor disadvantaged groups throughout the school in both attainment and progress. This will inform provision and intervention and ensure vulnerable children who will not meet age related expectations are identified and support put in place to meet needs	Equal opportunities are given to all children in all areas of the curriculum and additional opportunities to 'catch-up' make accelerated progress from individual starting points.	SLT Class Teachers	To ensure that all pupils are making progress from their starting points and that focus is on closing the learning gap

Advance equality of opportunity	To improve the attendance of all groups of children in line with national expectations.	Attendance meetings, Attendance letters, Family support Worker engaging with all families.	Inclusion Team SLT Principal	Attendance overall and individual pupil attendance is improved
Foster good relations	To review levels of parental engagement in learning and Federation life, across all activities to ensure equity and fairness in access and engagement.	<i>Equal opportunities are given to all Families in all areas to give additional opportunities for all to access school and understanding what we can do for our pupils.</i>	SLT	Opportunities are provided for parents to engage in

Year One Review 2025-26

Objective 1

Ensure all pupils access the full curriculum, enrichment activities, educational visits and leadership opportunities regardless of background or need.

Review 2025-26

All pupils continued to access a broad and balanced curriculum, with reasonable adjustments made where required. SEND pupils participated in educational visits, sporting competitions, BeeActive events, choir performances and wider enrichment opportunities. Leadership opportunities including worship leaders, digital leaders, prefects, school council and peer chaplains reflected the inclusive ethos of the federation.

Objective 2

Further develop inclusive provision for SEND, SEMH and autistic pupils across both sites.

Review 2025-26

Significant progress was made through the development of Little Explorers and Explorers. Specialist provision expanded and demand increased. All staff completed Makaton training and inclusive approaches including dual coding, social stories and communication support became embedded across the federation. External reviews recognised SEND provision as a strength.

Objective 3

Reduce gaps in attainment and progress between vulnerable groups and their peers.

Review 2025-26

The inclusion tracker was further developed to monitor disadvantaged, SEND, EAL and vulnerable pupils. Pupil progress meetings focused on vulnerable groups and targeted intervention programmes were implemented. Leaders maintained a sharp focus on ensuring pupils made progress from their starting points through responsive teaching and targeted support.

Objective 4

Promote respect, diversity and understanding through curriculum, worship and wider opportunities.

Review 2025-26

Pupils participated in Black History Month, Picture News discussions, RE, PSHE and collective worship activities which promoted respect and understanding. Federation values remained central to school life and pupils demonstrated positive attitudes towards diversity, inclusion and community responsibility.

Objective 5

Improve attendance for vulnerable groups including SEND, PP and disadvantaged pupils.

Review 2025-26

Attendance systems were strengthened through revised attendance procedures, improved tracking and targeted family support. Persistent absence reduced significantly at the infant site from 16.3% to 10.6%. Attendance remained above national levels for several pupil groups and attendance monitoring became increasingly proactive and effective.

Objective 6

Increase parental engagement across all groups.

Review 2025-26

Parental engagement increased through worship events, church services, curriculum workshops, SEND meetings, performances and community activities. Attendance at Easter and Christmas events was particularly strong. Leadership visibility and improved communication strengthened relationships with families across both schools.