



Equality Objective 2021-2022

Understanding our School Community

Bourne Elsea Park CofE Primary Academy use the following Protected Characteristics information to support them in identifying barriers to their pupils accessing high quality education provision.

The Protected Characteristics are:

- Age
- Disability
- Gender reassignment (Transgender)
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex (Gender)
- Sexual Orientation

Protected Characteristics Information Collected by the school on Integris – September 2021

Age and Gender

Year	Female	Male	PLAC	LAC
6	28	32	1	0
5	10	20	0	0
4	13	17	1	0
3	13	17	2	0
2	9	21	0	0
1	27	33	2	0
Reception	30	30	0	0
Whole School	130	170	6	0

Ethnicity

White British	Any other white background	White and Asian	White and Black Caribbean	Any other Asian	Irish	White and Black African	Any other mix
240	24	1	0	18	0	11	6

Religion and belief

Buddhist	Christian	Hindu	No religion	Other religion	Sikh	Muslim
0	145	7	123	17	0	8

SEN

SEN Support	No SEN Support	Education Health Care Plan
21	273	6

Disability

No disability	Mobility	Personal care	Eating and drinking
296	1	3	0

Gender reassignment:

The protected characteristic of gender reassignment applies to a person who is proposing to undergo, is undergoing or has undergone a process to change their gender role and presentation (also referred to as transition). The school is currently supporting pupil/s within this category in a number of ways and will continue to work alongside pupil/s parents and carers as appropriate.

No information was available on the following gender characteristic:

Sexual Identity: The school does not have any information on whether any of the pupils on roll are lesbian, gay, bi-sexual or transgender as the question has never been asked. We will seek further advice and guidance on how and when to monitor and how to use the data sensitively when collected.

Equality Objectives:

Our objectives were reached by staff, Trustees and Governors, taking the information above into account alongside our Single Equality Scheme (2021-2024) and our AIP curriculum review (2020/21)

Objective	How?
To promote spiritual, moral, social and cultural development through all appropriate cultural opportunities with particular reference to issues of equality and diversity.	<ul style="list-style-type: none">• Conduct SMSC audit to identify gaps and set action plan as part of development plan 2021/22• Purchases texts recommended by Equality team to enhance book stock• Ensure there is a rich range of experiences both in and beyond school including visits and visitors for each year group termly• To make a long-term link with a school with more a more diverse cultural mix
To raise attainment in writing, especially for those with potential to be high achievers and boys.	<ul style="list-style-type: none">• To ensure teachers plan for creative learning and teaching to inspire writing• To take part in agreement trialling of writing between age ranges and abilities, in school• To visit and exchange good practice with other schools, particularly for the higher levels of each age group (e.g. Abbey Academies Trust, Bourne Family, Teaching School Hub)• To set targets for children that reflect aspiration and involve the children• Regularly review tracking and targets• Invest in boy friendly resources for the higher order skills

These objectives will be monitored by Trustees, Governors and staff termly.

