St John and St Nicolas Schools Federation
Equality Information (July 2025) and Objectives 2022 to 2026

Our Vision
For the good of all - through curiosity, creativity and love.

Everyone within our federation works for the good of all. “The spirit’s presence is shown in each person for the good of all.” 1 Corinthians 12:7. Our vision is underpinned by the values of curiosity, creativity and love, which are at the core of our schools, our learning and our care for each other.

Equality Information about our Pupils (July 2025)
Please note that we will only report on numbers above 5. If any category has a number lower than 5, we will simply report the number as less than 5. Numbers in brackets are the figures for February 2024.

Sex

Number of boys across both schools (including Nursery):	232 (232)
Number of girls across both schools (including Nursery):	212 (214)

Race/Ethnicity

Albanian:	<5 (<5)
Any other Asian background:	<5 (5)
Any other black background:	<5 (<5)
Any other mixed background:	5 (8)
Arab:	<5 (<5)
Bangladeshi:	8 (5)
Black Caribbean:	<5 (<5)
Black Ghanaian:	<5 (<5)
Black Nigerian:	10 (5)
Chinese:	<5 (<5)
Greek/Greek Cypriot:	<5 (0)
Indian:	95 (93)
Other Black African:	10 (<5)
Pakistani:	<5 (<5)
Portuguese:	<5 (0)
Vietnamese:	0 (<5)
White – British:	245 (250)
White – Irish:	<5 (<5)
White and Asian:	11 (14)
White and Black African:	7 (5)
White and Black Caribbean:	<5 (<5)
White Eastern European:	18 (23)
White Other:	11 (14)
White Western European:	<5 (<5)
Refused:	<5 (0)

English as an Additional Language

Number of children across both schools (including Nursery) speaking English as an additional language: 151 (148)

Special Educational Needs and Disability (SEND)

Number of SEND pupils across both schools (including Nursery) with no EHCP (Education, Health and Care Plan): 51 (59)

Number of SEND pupils across both schools (including Nursery) with an EHCP: 13 (6)

Religion

Christian:	185 (190)
Hindu:	71 (69)
Muslim:	29 (28)
Other Religion:	12 (8)
No Religion:	138 (146)
Refused:	<5 (5)

Equality Objectives

Objective	Actions	Timescale/ Owner	Monitoring/ Evaluation
Work to ensure that the federation's curriculum acknowledges, celebrates and reflects the diverse backgrounds of our families.	• Evaluate current curriculum provision • Identify subject areas which will give opportunities for increased diversity • Subject leaders to develop curriculum plans to reflect school community • Plans to be shared with all staff and adopted • Audit of curriculum resources with a view to diversity • Purchase of new resources to reflect school community (books, reading schemes, toys etc) • Governor learning walks to monitor/evaluate	KH/HOS 2021/22 KH/HOS 2021/22 Subject leaders 2022-2025 SLs 2022-2025 HOS -2022 SBMs/HOS 2022-2024 Annual	Following governor learning walk in 2023, Senior staff are focusing on developing curriculum diversity further. International evening held in 2023 to be repeated 2024. 2025 Update: International evening has now been held three times and has been a strong success.
Consider ways that St John the Evangelist School could be developed further to ensure appropriate disability access.	• Evaluate current disability needs at St John the Evangelist School including any risk assessments in place • Governors to draw up an accessibility plan based on current need • Discussion with LA and diocese on how to implement • Implementation process	Spring 2022/SBM Summer 2022 Summer 2022	Classroom swaps have taken place to allow for disability access; accessibility plan in place. Due to the nature of the building, any disabilities would be considered on a case by case basis.

		2022/23	
Develop provision for families where English is not the home language, including investigating how to ensure messages are communicated clearly, considering how to hold parent consultation meetings that are accessible to all, and ensuring provision is made in school to enable children whose first language is not English to progress rapidly in their English skills.	• Survey of parents where English is not the first language • EAL training for all staff • Investigate options for interpreters/translation materials	Summer 2022 By Spring 2023 Autumn 2023	Survey for EAL parents carried out in 2023 to be repeated in 2024. Software purchased at St Nic's for EAL learners. Target achieved.
Analyse data based on protected characteristics and report termly to governors. Take action as appropriate.	• Termly analysis of protected characteristic incidents in HT report • Analysis of attainment, progress and attendance data, as well as behaviour incidents, based on protected characteristics		Carried out in March 2023 at SCC. This will be repeated for future data. Analysis indicates that EAL children are making slightly higher progress than other children. Continued in 2024 and 2025.

Key

Colour	Meaning
	Not currently being progressed
	In progress with some areas actioned
	Significant progress but ongoing
	Target achieved