St John and St Nicolas Schools Federation
Equality Information (February 2023) 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 (February 2023)

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.

Sex

Number of boys across both schools (including Nursery):	233
Number of girls across both schools (including Nursery):	221

Race/Ethnicity

Any other Asian background:	<5
Any other mixed background:	10
Arab:	<5
Bangladeshi:	<5
Black Ghanaian:	<5
Chinese:	<5
Indian:	82
Other Black African:	<5
Pakistani:	<5
Vietnamese:	<5
White – British:	277
White – Irish:	<5
White and Asian:	13
White and Black African:	<5
White and Black Caribbean:	<5
White Eastern European:	26
White Other:	14
White Western European:	<5

English as an Additional Language

Number of children across both schools (including Nursery) speaking English as an additional language: 130

Special Educational Needs and Disability (SEND)

Number of SEND pupils across both schools (including Nursery) with no EHCP (Education, Health and Care Plan): 51
Number of SEND pupils across both schools (including Nursery) with an EHCP: 6

Religion

Christian:	181
Hindu:	66
Muslim:	27
Sikh:	<5
Other Religion:	9
No Religion:	164
Refused:	6

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	Governor learning walk carried in March 2023 in both schools. Clear positives identified and areas for development. These will be implemented over the course of the coming year.
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	Spring 2022/SBM	Accessibility plan has been created – still to be agreed. Areas for implementation to be identified and

	• Governors to draw up an accessibility plan based on current need • Discussion with LA and diocese on how to implement • Implementation process	Summer 2022 Summer 2022 2022/23	agreed by governors.
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	School staff have had EAL training. West Berks EMTAS have interpreters but not for all languages – website has translate option. Survey carried out in March 2023. Results still to be analysed. International Evening to be held in May 2023 and coffee mornings for EAL parents to be organised.
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.

Key

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