



## **Equality statement, information and objectives**

St John Fisher Catholic Voluntary Academy has a particular distinctiveness in that it seeks to represent the Gospel teachings of Jesus Christ and the teaching of the Catholic Church as we strive to develop the talents of every member of our community.

### **Statement**

The Governing Body of St John Fisher Catholic Voluntary Academy have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

Our equality objectives have been selected based on two principles: addressing the national situation with regard to raising the achievement of students who currently tend to achieve at lower levels, and fulfilling St John Fisher's mission of raising the achievement for all students.

### Equality Objective One:

St John Fisher Catholic Voluntary Academy recognises that the achievement at the end of KS2, in terms of attainment and progress, is different for different groups of students, and nationally, and in Leicester, children and young people eligible to receive pupil premium do not achieve as well as other groups.

Therefore our first equality objective is to reduce this difference in achievement for St John Fisher children eligible to receive pupil premium to at least zero. That is, the % of students eligible to receive pupil premium will attain at least in line with those who do not and their progress scores will be equal or better.

### Impact statement:

Nationally published data for St John Fisher will indicate that the percentage of children reaching expected standards will be at least in line with other children. Progress scores will indicate rates of progress are at least the same as other children.

### Equality Objective Two:

Our second priority is based on the recognition that, at Christ the King, children and young people who speak English as an additional language achieve less well as those whose first language is English.

Our second equality objective is to reduce this difference in achievement for St John Fisher children who speak English as an additional language. That is, the % of children who speak English as an additional language will attain at least in line with those whose first language is English and their progress scores will be equal or better.

### Impact statement:

Nationally published data for St John Fisher will indicate that the percentage of children reaching expected standards will be at least in line with other children. Progress scores will indicate rates of progress are at least the same as other children.

Over the last three academic years the school has been effective in reducing the gaps between national performance and the performance of EAL and those eligible to receive pupil premium.

However, gaps still remain for these groups at St John Fisher Catholic Voluntary Academy, and therefore our ambition is to ensure that in any measure of performance the gap is eliminated. As such, the focus of our equality objectives will remain the same, but linked to the new performance thresholds.

The school is committed to reducing the gaps in three distinct ways:

- Rates of progress for both groups is above national rates of progress (as measured through published progress scores)
- The attainment score for both groups is above national outcomes
- The basics indicator (combined reading, writing and maths attainment) is above national outcomes.

