

## Equality Data & Objectives

Leamington Primary Academy School has used the following process to assist them in identifying some of the barriers to their pupils in accessing education provision.

### Stage 1: Understanding Our School Community – Pupils

#### What is the school profile?

- How many children are on roll at the school? **461 Pupils in total**
- Using Arbor the following information was available:

Ethnic Categories							
White - British:	<b>336 (72.9%)</b>	Black - Ghanaian:	<b>2 (0.43%)</b>	Any Other Asian Background:	<b>1 (0.22%)</b>	Refused:	<b>1 (0.22%)</b>
White - English:	<b>32 (6.9%)</b>	Black - Nigerian:	<b>2 (0.43%)</b>	Arab Other:	<b>1 (0.22%)</b>	Sri Lankan Tamil:	<b>1 (0.22%)</b>
White Eastern European:	<b>28 (6.1%)</b>	White and Black Caribbean:	<b>2 (0.43%)</b>	Asian and Any Other Ethnic Group:	<b>1 (0.22%)</b>	Turkish:	<b>1 (0.22%)</b>
White European:	<b>5 (1.1%)</b>	White and Any Other Ethnic Group:	<b>2 (0.43%)</b>	Chinese:	<b>1 (0.22%)</b>	White and Asian:	<b>1 (0.22%)</b>
White and Black African:	<b>3 (0.65%)</b>	Indian:	<b>2 (0.43%)</b>	Greek:	<b>1 (0.22%)</b>	White and Indian:	<b>1 (0.22%)</b>
Any Other White Background:	<b>3 (0.65%)</b>	Other Asian:	<b>2 (0.43%)</b>	Other Black:	<b>1 (0.22%)</b>		
Black - African:	<b>15 (3.3%)</b>	Information Not Yet Obtained:	<b>9 (2.0%)</b>	Other Mixed Background:	<b>1 (0.22%)</b>		
Black - British:	<b>2 (0.43%)</b>	African Asian:	<b>3 (0.65%)</b>	Other White British:	<b>1 (0.22%)</b>		

Disability Categories					
None indicated by parent/ Carer Not Collected	0	Needs Medication	38	Other Disability / Health Problem	0
No disability	0	Problems with Incontinence	9		
Physical/medical disability	4	Problems with Communication	36		
Problems with Hand Function	0	Problems with Hearing	5		
Problems with Personal Care	3	Problems with Vision	2		
Problems with Eating and Drinking	2	Problems with ASD/Asperger	21		

Special Educational Needs (SEN)	Percentage (%)	Actual No.
No Special Educational Need	86%	395
SEN Provision- SEN Support	14%	66
EHCP	3%	14

Gender	
Girls	2
Boys	244

Religion & Belief			
Anglican	0	Church of England	43
Baptist	0	Hindu	2
Buddhist	0	Jewish	0
Catholic	9	Methodist	0
Christian	7	Muslim	10
		Sikh	0
		No Religion	155
		Other Religion	14
		Unknown	221

**No Information was available on the following protected characteristics:**

**Gender Reassignment** – The school did not have any information on whether any of the children on roll had reassigned their gender. The school agreed to seek further support and guidance on how and when to monitor.

**Sexual Identity** - The school did not have information on whether any of the pupils on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question had never been asked. The school agreed to seek further advice and guidance from local and national specialists on how and when to ask pupils this question and how to use the data sensitivity when collected.

**Equality Objective One: Promote positive attitudes towards the promotion of racial equality**

***Protected Characteristic: Race***

**Why?**

Protected Characteristic: Race

Why? The majority of our pupils are White British/English (368 out of 461, 80%), and we aim to promote community cohesion and understanding across all backgrounds.

**How?**

We will:

- Share positive messages through whole school assemblies, PSHE and RE lessons, giving pupils time to discuss and explore different cultures.
- Ensure teaching resources reflect racial and cultural diversity.
- Celebrate diversity through whole school events, trips/visitors and assemblies.
- Promote school values of respect, kindness, and inclusivity through all staff, governors, and visitors.
- Challenge discriminatory attitudes or language where they arise.
- Maintain a zero-tolerance approach to bullying and racism.
- Ensure classroom displays reflect diversity.

**Outcome:** Pupils display positive attitudes towards people of different races and cultures. The curriculum, school ethos and environment clearly demonstrate a commitment to equality.



**Equality Objective Two: LO: To understand and appreciate others religious beliefs**

***Protected Characteristic: Religion***

**Why?**

Many pupils identify as having no religion (155 pupils, 34%) or share the same faith background. We aim to deepen understanding of the wide range of religions and beliefs in our community.

**How?**

We are going to:

- Ensure the curriculum raises awareness of religious diversity.
- Develop deeper understanding of different faiths through the RE curriculum.
- Purchase texts and resources that reflect multiple religions.
- Promote multi-faith displays around school.
- Embed British Values within the curriculum.
- Apply zero tolerance to incidents of religious discrimination.

**Outcome**

- The children will display positive attitudes towards people of different religions and faiths.
- Through knowledge, will come understanding and the range of religions and faiths will be seen as an opportunity to celebrate diversity
- The children will display, through a broad and balanced curriculum, a sound understanding of other religions and faiths
- Children's awareness & tolerance will grow through being well-informed

**Date: September 2025**

**Review Date: September 2026**



