



**St Bonaventure's Catholic Primary School**  
**Egerton Road,**  
**Bishopston**  
**Bristol, BS7 8HP**

## **Equality Statement and Objectives**

<b>Policy Owner</b>	Headteacher
<b>Governing Body Committee</b>	Standards
<b>Version no.</b>	5
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<b>Last Review Date</b>	Term 2 2024
<b>Next Review Date</b>	Term 3 2028

### **St Bonaventure's Primary School Equality Objectives 2024-28**

St Bonaventure's RC Primary School is committed to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity within our school and the wider community.
- Fostering good relations and promoting positive attitudes to differences between people of different backgrounds, genders, sexual orientation, ethnic origins, cultures, faiths and capabilities.

Under the Equality Act 2010 we have a duty not to discriminate against anyone because of the following protected characteristics:

- age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

The leadership team and Governors at St Bonaventure's RC Primary School will review the progress we are making towards our equalities targets annually and with regard to the above groups.

This policy is in line with the Equality Act 2010.

Characteristics	Breakdown 2024-25 %
Number of pupils	404
Number of girls Number of boys	212 192
Number of staff (full and part time)	48
Number of governors	14
Religion	Catholic – 54.70% Other Christian faith 18.07% Other faiths 5.45%
Pupil Premium	7.43%
Ethnicity	White British 66.09% White other 15.35% Black African 2.97% Indian 1.74% Chinese 1.24% Other 11.14%
English as an additional language	17.82%

Special education needs	11.38%
Attendance	96.98%

Based on an analysis of our 2023-24 pupil level data and the contextual data of the school, we have identified the following objectives as key areas for development.

Protected characteristic	Objective	Data set used to inform this objective	Actions and Responsibility	Review
Race including colour, nationality, ethnic or national origin.	To ensure all children see themselves represented in the curriculum.	Parent feedback SEMH referrals	Curriculum leaders to audit their subject to establish who is represented in their topics.  Contact Representation Matters for training Aisha Thomas.  Appropriate resources reflecting the diversity of the St Bons community e.g culturally diverse dolls in Reception, Images of Mary.	

Protected characteristic	Objective	Data set used to inform this objective	Actions and Responsibility	Review
Race including colour, nationality, ethnic or national origin.	To ensure all children are represented in the wider life of the school.	Pupil voice Community feedback Parent feedback groups	Website to be translated into other languages. Window Wonderland has a cultural diversity theme. Audit representation in out of school time activities.	
All	To raise staff awareness of unconscious bias.	Evidence from lesson drop ins. Staff voice.	Training of staff in unconscious bias & agreed actions following this.	
All	To reduce subject specific gender gaps and any other patterns in the data that require additional support for groups of pupils.	Data pack term 6 2024 Pupil Voice and book scrutiny 2023-24 Subject leader monitoring 2023-24	To raise the attainment of boys in writing: <ul style="list-style-type: none"> <li>• Audit the texts and writing stimulus (LT)</li> <li>• Pupil Progress meeting for writing (LT)</li> <li>• Lesson drop ins (LT)</li> </ul> To raise the attainment	

Protected characteristic	Objective	Data set used to inform this objective	Actions and Responsibility	Review
			<p>of girls in math:</p> <ul style="list-style-type: none"> <li>• Lesson drop ins (LH and VG)</li> </ul> <p>Continue to monitor and analyse pupil achievement by gender, socio-economic background and disability.</p>	
Religion or belief	To ensure that children of other faiths (including other Christian faiths) have opportunities to contribute to RE and the wider curriculum	<p>Learning walks</p> <p>Pupil voice</p>	<p>Consultation with pupils.</p> <p>Share consultation outcomes with class teachers.</p>	