



LAKESIDE PRIMARY SCHOOL - Equalities Report March 2023

<p>Target One: Identify gaps in attendance between FSM/EFSM pupils and reduce any gaps found to exist by:</p> <ul style="list-style-type: none"> • Reviewing strategies of attendance in the school • Establish a standard way to gather and record information for groups of pupils • Liaise with the Attendance Officer and Inclusion Manager to develop areas for improvement 	<p>Progress:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Attendance of Free School Meals pupils</th> <th>Attendance of Non-FSM pupils</th> </tr> </thead> <tbody> <tr> <td>2019-20</td> <td>92.73</td> <td>94.11</td> </tr> <tr> <td>2020-21</td> <td>92.11</td> <td>92.97</td> </tr> <tr> <td>2021-22</td> <td>91.69</td> <td>92.48</td> </tr> <tr> <td>Current</td> <td>91.54</td> <td>93.11</td> </tr> </tbody> </table> <p>Comment: Since the pandemic, attendance across the whole school has dropped, alongside national averages. There is a persistent gap between FSM and Non-FSM pupils which we are now beginning to address once again as normality returns.</p>	Year	Attendance of Free School Meals pupils	Attendance of Non-FSM pupils	2019-20	92.73	94.11	2020-21	92.11	92.97	2021-22	91.69	92.48	Current	91.54	93.11				
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<p>Target Two: Develop the quality and use of our Equality Monitoring and Data Collection</p> <ul style="list-style-type: none"> • Recruitment evidences a better balance of staff across the school • Governing body membership is balanced across skill sets and reflective of the diversity of the school 	<p>Staff capture: male / female ratio</p> <table border="1"> <thead> <tr> <th>Pay Scale</th> <th>Male (percentage or figure)</th> <th>Female (percentage or figure)</th> </tr> </thead> <tbody> <tr> <td>Less than £28,865</td> <td>5</td> <td>52</td> </tr> <tr> <td>M Grade £28,866 - £39,873</td> <td></td> <td>2</td> </tr> <tr> <td>U Grade £41,336 - £44,450</td> <td>2</td> <td>16</td> </tr> <tr> <td>L Grade 1 to 11 £45,081 – £57,790</td> <td></td> <td>1</td> </tr> <tr> <td>L Grade 12 + £59,123 plus</td> <td></td> <td>2</td> </tr> </tbody> </table>	Pay Scale	Male (percentage or figure)	Female (percentage or figure)	Less than £28,865	5	52	M Grade £28,866 - £39,873		2	U Grade £41,336 - £44,450	2	16	L Grade 1 to 11 £45,081 – £57,790		1	L Grade 12 + £59,123 plus		2	
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	<p>Comment:</p> <p>We are please to have a number of male staff (7) in primary school, however, we continue to look for opportunities to grow our team in a balanced and appropriate way.</p> <p>The make up of the governing body is 8 men and women. We continue to strive to reflect the diversity of our school in our governors.</p>	
<p>Target Three: Raise awareness of equality and diversity among Pupils, Staff and Governors.</p> <ul style="list-style-type: none"> • To raise awareness with staff and governors of their statutory obligations under the equalities act. • Ensure that the curriculum in all year groups reflects and evidences planned teaching of equality and diversity across a range of protected characteristics • Staff and governor training combine basic training for all staff and specialist training dependant on emerging issues 	<p>Progress:</p> <ul style="list-style-type: none"> • Achievement of Rights Respecting Schools Bronze Award Feb 2020 • Assemblies (and assembly videos during Covid) to mark and celebrate: <ul style="list-style-type: none"> ○ Hindu festival of Diwali ○ Arrangements for Muslim pupils around prayers and fasting during Ramadan ○ Muslim celebration of Eid ul-Fitr ○ Chinese New Year ○ Sikh celebration of Vaisakhi ○ Jewish festivals of Yom Kippur and Hanukkah ○ Christingle ○ Easter and Christmas ○ Makaton sign language advent calendar ○ Women and Girls in Science Day • Charity fundraising and donations drives for: <ul style="list-style-type: none"> ○ Warm clothes for vulnerable families ○ Food Bank collections ○ Children’s charities e.g. Children in Need, NSPCC, Save the Children ○ DEC Pakistan Flood, Ukraine War, Turkey/Syria Earthquake Appeals 	