

ST MARY'S RC PRIMARY, BACUP

EQUALITIES STATEMENT AND OBJECTIVES

UPDATED APRIL 2026

Our Contextual Commitment

At St Mary's, we embrace the Romero Catholic Academy Trust's mission to "eliminate unlawful discrimination, advance equality of opportunity, and foster good relations". However, we recognise that our school serves a unique community with a deprivation indicator of 0.37 (more than double the national average) and a SEND register of 35.1%.

Our equality work is not a separate policy but is the "Golden Thread" running through our practice and our trauma-informed pastoral care. We are committed to ensuring that we create a permanent, high-quality staff team that provides the stability our most vulnerable pupils deserve.

Identifying Barriers to Equality

Our data highlights specific groups facing significant barriers to learning:

- **Socio-economic:** 76.2% of our pupils are Ever 6 FSM.
- **SEND/SEMH:** 13% of our pupils have an EHCP; 15% of our school is supported for Social, Emotional, and Mental Health (SEMH) needs.
- **Significant trauma and insecure attachment:** Our pupil cohort and their families face significant, challenging situations and home/societal contexts. Many of our pupils are currently going through adverse childhood experiences and have significant histories of family and personal trauma.

Key Equality Objectives

Consistent with the Trust's Equality Objectives, St Mary's has set the following measurable targets:

Target 1: Achievement & Narrowing the Disadvantaged Gap

- **Objective:** To move from 15% Combined RWM (2025) toward a projected **36-54%** for the current Year 6 cohort.
- **Key Action:** Implement daily **interventions** targeting the 4-6 "moveable" pupils currently within 1-3 marks of the Expected Standard in Reading and Maths
- **Success Measure:** 100% of pupils who are eligible for the Pupil Premium make "expected progress from starting points" using Smartgrade tracking.

Target 2: Improving Attendance for the Most Vulnerable

- **Objective:** To raise whole-school attendance from **92.4%** toward the national **94.8%**, with a focus on narrowing the gap for the **27.3% Persistent Absence (PA)** cohort.
- **Key Action:** Establish new leadership capacity through the **Behaviour, Attendance, and Safeguarding Lead** (starting Summer Term) to conduct intensive casework with disadvantaged/SEND pupils and their families.

- **Success Measure:** Reduce PA for pupils with SEND support (currently 41.4%) to below 25% by July 2026.

Target 3: Inclusion, Regulation, and Reducing Suspensions

- **Objective:** To sustain the **43% reduction in suspensions** and ensure behaviour systems are adapted for pupils with trauma/SEMH needs.
- **Key Action:** Refine the use of the **UKS2 Hub** and **Zones of Regulation** to ensure high-need pupils can regulate their emotions without losing curriculum time.
- **Success Measure:** 100% of staff (including temporary/supply) to implement **TLAC "Turn and Talk"** and **"No Opt Out"** to ensure active participation from SEND learners.

Target 4: Participation & Aspiration

- **Objective:** To ensure all pupils, regardless of socio-economic background, participate in enrichment that builds cultural capital.
- **Key Action:** Deliver the **"World of Work Week"** in the Summer Term, ensuring 100% of KS2 pupils (including all of the SEND cohort) engage with local employers and local industry partners like Orthoplastics.
- **Success Measure:** Pupil voice confirms that all groups feel "welcome, valued, and respected" and can articulate future aspirations.

Responsibilities

- **The Headteacher:** Will ensure the **Pupil Premium Strategy** has a demonstrable impact and is monitored rigorously.
- **The SENDCO** will quality assure **Pupil Passports** to ensure classroom adaptations are "evident in all lessons".
- **All Staff:** are responsible for making curricular adaptations so that barriers to learning are reduced/eliminated for all learners; maintaining fidelity in the delivery of the *Pathways* curriculum.

Next Review: October 2026 (Trust-wide alignment)