

St John the Baptist Church of England (VA) Primary School



Loving learning, Building
Community, Growing in faith

Equality Report

Equality Information for 2024/25

Pupils

St John the Baptist Church of England Primary School is an above average size primary school in Leicester with 614 pupils between the ages of 4 and 11. The school has no catchment area and has a very diverse intake of children from across the City and Leicestershire.

For a number of years, the school has operated an admissions policy with priority admission for children from a Christian background, or from an alternate faith background. Changes to this policy were implemented from the 2022/2023 academic year to remove the faith-based priority. Priority admission will be for 1. Children in care/previously in care, 2. Children with serious medical conditions or exceptional social or domestic needs, 3. Children with siblings in school, 4. Children eligible for pupil premium, 5. All other children.

Information about the makeup of our school population:

Gender	Number	%	% Change
Girls	281	45.77	+0.41
Boys	333	54.23	-0.41

Free School Meal Eligibility	Number	%	% Change
	97	15.8	+1.3

Ethnicity	Number	%	% Change
Indian	164	26.7	-0.5
White British	130	21.2	-1.4
Other Black African	44	7.2	-1.1
Information not obtained/refused	36	5.9	+1
Pakistani	30	4.9	+0.7
White European	25	4.1	-0.8
Any Other Mixed Background	47	7.7	+1.3
White and Black Caribbean	17	2.8	+0.1
Black Caribbean	11	1.8	+0.3
White Other	8	1.3	-1.1
Other Asian	9	1.5	+0.2
Any other ethnic group	23	3.7	+1.2
White and Black African	5	0.8	-0.7
Bangladeshi	18	2.9	-
Chinese	9	1.5	+0.2
Any other Black Background	27	4.4	+1.2
White and Asian	9	1.5	+1
Roma	1	0.2	-0.1
Turkish/Turkish Cypriot	1	0.2	-0.1

Religion/Belief	Number	%	% Change
Christian	243	39.6	-2.1
Muslims	168	27.4	-1.3
Sikh	38	6.2	-1.2
Unknown	49	8	+2.4
Hindu	36	5.9	-0.5
No religion	59	9.6	+2.5
Refused	11	1.8	-0.2
Other Religion	6	1	+0.3
Jewish	3	0.5	+0.2
Buddhist	1	0.2	+0.2

Special Educational Needs	Number	%	% Change
No Special Educational Need	514	83.7	-0.5
On SEND Register	91	14.8	+0.3
With Care Plan	9	1.5	+0.2

Ethnicity

St John's welcomes and celebrates having pupils from all cultures and ethnicities and has a large number of pupils from minority ethnic groups.

45.1% (-1.1%) of our pupils do not have English as their first language and speak a variety of other languages at home, nationally it is 20.2%. The EAL targeted teacher co-ordinates provision and monitoring for these children

Gender

There are more boys than girls across the school. This is predominantly in Year 2 where 60.7% of the cohort are boys. In Year 5 56.8% of the cohort are boys and in Year 6 54.2% of the cohort are boys.

Disability

There are 100 pupils at St John's with disabilities ranging from Physical Disabilities to Speech, Language and Communication Needs. All staff are responsible for meeting the needs of these pupils. Good practice is continually shared amongst colleagues to help ensure children fully access the curriculum. The single storey school building is fully accessible and disabled toilet facilities are available. Special arrangements are made for fire evacuations when appropriate.

Religion

The religious profile of the school is slowly changing, reflecting the community it serves, with all major religions represented. Pupils all study Religious Education and this covers all major world

religions and promotes cohesion between pupils of different faiths. pupils at different times of the year celebrate many religious festivals.

The school has a close partnership with St John the Baptist Church (our Church-School partnership) but has also developed relationships with other faith communities and places of worship, which host visits from our children.

Free school meals

15.8% (+1.3%) of pupils are known to be eligible for free school meals (national is 23.8%). In line with government policy, a universal free school meal (UFSM) is made available for all children in Foundation Stage and Key Stage 1, with around a 70% uptake. General uptake of school meals across the school is around 60%.

Pupil Premium

15.8% (+0.5) of pupils are known to be eligible for Pupil Premium.

Attendance

Pupils' attendance in 23/24 academic year was 94.09% (+0.19%) representing an increase from the previous year. Attendance continues to remain a focus for the school and is monitored on a daily basis and analysed in order to target individuals who need support in improving their attendance. Attendance for the 2024/25 academic year is currently 95.10%

Exclusions and incidents

There were no permanent exclusions at St John's in the last academic year and one fixed term exclusion (Year 6). The school records and acts upon all incidents which contravene its Equal Opportunity and Behaviour Policies. There have been a very small number of incidents where the school's equality policy has been breached by pupils. Sanctions and restorative sessions have been swift and efficient and have involved parents where appropriate.

Attainment

At St John's most children perform in line with or above the national averages.

Staff

Safer Recruitment guidelines are followed at every stage of the recruitment process, and a number of staff and governors have received the appropriate training. A trained member of staff is present at all interviews.

Gender

There is a 10:1 ratio of female to male staff, with female staff represented across all areas. 100% of the senior leadership team are female; however, due to the significant number of female teaching assistants, average male pay rates are still marginally higher.

Disability

There is currently one member of staff with a registered disability.

Ethnicity

There is a diverse range of ethnicities across the school, including representation of a minority ethnic group within the senior leadership team, and higher levels of representation within support staff grades.

Religion / Belief

The staff includes members of a wide range of religions and beliefs (including no religion or belief). The school does not routinely collect or hold this information, unless specifically requested by a member of staff. The school's absence policy allows time-off with pay for major religious observance days for all faiths.

Pregnancy, maternity and paternity

The school operates the council's policies for maternity leave, paternity leave and flexible working (reduced hours). In the last academic year 1 member of staff took maternity leave. All pregnant staff will have a meeting to assess their individual needs and steps are taken to ensure these are met.

Equality Objectives

Please refer to the governing body's Equality Policy.