



Equalities Information

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Date objectives set: January 2017, review September 2020

The Public Sector Equality Duty 2011 has three aims under the general duty for Schools:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics
2. Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
3. Foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

Our School has considered how well we currently achieve these aims with regard to the eight protected equality groups: race/disability/sex/gender reassignment/age/pregnancy and maternity/religion and belief and sexual orientation

In compiling this equality information we have:

- Identified evidence already in the school of equality within policies and practice and identified gaps
- Examined how our school engages with the protected groups, identifying where practice could be improved

Protected characteristics	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those that do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Race	Single equality policy Data on admission Termly reports on racial incidents to GB Low number of reported racial incidents	Celebration of differences Curriculum Assemblies School policies Value differences	Celebration of differences Curriculum Assemblies Good links with parents School policies promote equality Job descriptions for staff School ethos School displays promote diversity
Disability	School policies Inclusive practices Feedback from parents Termly reports to GB Assessment data Purchase of additional resources	School policies Raising attainment Tracking progress	Good links with parents Assemblies School ethos
Gender	Admissions process Recruitment process Gender equality scheme Tracking data	Recruitment process School policies Raising attainment of boys writing Tracking progress Pupil progress meetings	Good links with parents Assemblies School ethos

Gender Reassignment	Inclusive practices Admissions process Recruitment process Equality policy	Celebration of differences School policies Value differences Review of practices	Good links with parents Parent Support Adviser Admissions process School ethos
Pregnancy and Maternity	Policy for expectant parents Reasonable adjustments in place Regular meetings Risk assessment	Continue good practice Paternity leave	Following policy Continue to make reasonable adjustments to ensure individuals are supported at work School ethos
Age	Employment/recruitment process	Recruitment process	Recruitment process School ethos
Religion and Belief	Admissions procedures Employment documents Balance of staff employed	Celebration of differences Curriculum Assemblies	Celebration of differences Curriculum Assemblies Good links with parents School ethos School displays promote diversity
Sexual Orientation	School policies Inclusive practices Admissions process Recruitment process Equality policy	Celebration of differences School policies Value differences Review of practices	Good links with parents Admissions process School ethos

Targets

- To ensure a person centred planning approach for pupils with SEND involving parents and pupils**
 - Create Individual Learning Plan which incorporates interests as well as strengths
 - Discussions with pupils and parents in ILP meetings about what they would like to achieve
 - Training for Education, Health and Care Plans (EHCPs)
 - EHCP conversion meetings based on All About Me section from Local Authority
 - Statements transferred to EHCP
 - Parent support groups and Parent classes to support parents in their involvement with strategies.
- To eliminate discrimination and other conduct prohibited by the Act**
 - Ensure the school policies and procedures promote equality of opportunity
 - Ensure all staff are aware of our responsibility with regards to the equality act
 - Ensure our school curriculum promotes tolerance of all groups
- To make a significant improvement in number of pupils returning to classrooms after play ready to engage in learning, including and a 50% reduction in the proportion of staff reporting that playground issues regularly need resolving before learning can begin**
 - Playground incidents monitored
 - Playground incidents reviewed by SLT
 - Reflection room monitored to see if reduction of children attending the reflection room
 - Review of playground supervision to provide continuity of care across the school day