



# Equality information

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

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/ gender/ gender reassignment/ age/ pregnancy and maternity/ religion or 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 Characteristic	Aims of the general duty		
	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 who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
<b>Race</b>	Race 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 EAL team Inclusion team	Celebration of differences Curriculum Worship Good links with parents Parent Support Worker School policies promote equality Job descriptions for staff School values School displays promote diversity
<b>Disability</b>	School policies Inclusive practices Feedback from parents/questionnaires	School policies Raising attainment Tracking progress Inclusion team	Good links with parents Parent Support Worker Worship SEND meetings/structured

	Termly reports to GB Assessment data Purchase additional resources – auxiliary equipment		conversations School values School displays promote diversity
<b>Gender</b>	Admissions process Recruitment process Gender equality scheme Tracking data	Recruitment process School policies Raising attainment of girls Maths Tracking progress PPMs	Good links with parents Parent Support Worker Worship School values
<b>Gender Reassignment</b>	Inclusive practices Admissions process Recruitment process Equality policy	Celebration of differences School policies Value differences Review of practices Inclusion team	Good links with parents Parent Support Worker Admissions process School values
<b>Pregnancy and Maternity</b>	Policy for expectant parents Reasonable adjustments in place to support Regular meetings Risk assessment	Continue good practice Paternity leave	Following policy Continue to make reasonable adjustments to ensure they are supported at work School values
<b>Age</b>	Employment/recruitment process	Recruitment process	Recruitment process School values
<b>Religion and Belief</b>	Admissions procedures Employment documents Balance of staff employed	Celebration of differences Curriculum Assemblies	Celebration of differences Curriculum Worship Good links with parents Parent Support Worker School values School displays promote diversity
<b>Sexual Orientation</b>	School policies Inclusive practices Admissions process Recruitment process Equality policy	Celebration of differences School policies Value differences Review of practices Inclusion team	Good links with parents Parent Support Worker Admissions process School values

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence and focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

1. Continue to ensure good & outstanding achievement of all groups across the school by narrowing gaps and ensuring expected progress by tracking previous key stage attainment
  - Track progress of all pupils and groups across the school
  - Use pupil progress meetings to discuss progress and agree next steps
  - Identify focus groups as a lesson study focus
  - Intervention groups and 1:1 support
2. Eliminate discrimination and other conduct prohibited by the Act
  - Ensure school policies and procedures promote equality of opportunity
  - Ensure all staff are aware of our responsibility with regards to the equality act
3. Ensure our school curriculum promotes tolerance of all groups

To ensure outstanding progress and a person centred approach for all pupils with SEND

- Create learning support plans which incorporate pupils strengths and interests
- Involve parents and pupils in LSP meetings about what they would like to achieve
- Careful tracking of the attainment and progress of pupils with SEND
- Intervention groups and 1:1 support
- SENCO support and training for staff
- Ensure reasonable adjustments are in place
- Provide auxiliary aids and services to disabled pupils where it is reasonable to do so to alleviate disadvantage.