



Equality Duty Statement

Date of Review	1 January 2023
Date of Next Review	1 January 2027
Signature of Chair	Lee Houghton

Equality Duty Statement

The Public Sector Equality Duty requires our school to monitor our policies and procedures and to publish information about equalities in our school. The Equality Act 2010 has 3 main '**General Duties**' which we must aim to achieve, these are:

- To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- To advance equality of opportunity between people.
- To foster good relations between people who share a protected characteristic and those who do not.

The Equality Act 2010 states that it is unlawful to discriminate against people with the following protected characteristics. This applies to the whole school community:

- Age
- Disability
- Gender
- Gender reassignment
- Pregnancy and maternity
- Race (ethnicity)
- Religion and belief
- Sexual Orientation

We believe that equality at our school should permeate all aspects of school life and that it is the responsibility of every member of the school and wider community. Everyone within our school community should feel safe and secure, they should feel valued and of equal worth, these include:

- Children and young people
- All staff employed at the school
- Students on placement
- Parents/carers
- Governors
- Agency staff
- Contractors working at our school
- External agencies whose staff are working with our school, including Health, Social Care, Special Needs support and agencies such as the Department for Education, Ofsted and School Improvement Partners
- All visitors to the school

The '**Specific Duty**' for schools is to gather and publish information to show how we are complying with the Equalities Duty; how we remove or minimise disadvantage and take steps

to meet different needs and encourage participating when it is proportionately low. We record and analyse the progress and attainment of all children, including vulnerable groups.

To help us in our work to advance equality of opportunity we have set ourselves some equality objectives determined by our scrutiny of information and data.

Our Headteacher is responsible for the implementation of the Equality Act 2010 and the Governing Body is responsible for making sure that school policies and procedures comply with the Act. Staff and Governors are involved in the monitoring of our policies, procedures and practice to make sure our school continues to be an inclusive, accessible, safe and welcoming environment for all.

Current Profile of the School

At present there are a total of 420 children at the school.

Pupils on roll by Year Group and Gender

Age within the year 2022 - 2023	Full-Time		
	Girl	Boy	Total
Aged 4/5 (Rec)	31	29	60
Aged 5/6 (Y1)	31	29	60
Aged 6/7 (Y2)	29	31	60
Aged 7/8 (Y3)	29	31	60
Aged 8/9 (Y4)	26	34	60
Aged 9/10 (Y5)	32	28	60
Aged 10/11 (Y6)	27	33	60
Totals	205	215	420

Ethnicity

Pupils on roll by Ethnic Group	Number
White – British	326
Any Other Asian Background	25
Indian	19
Any Other White Background	13
White and Asian	6
Any Other Mixed Background	4
Pakistani	3
Chinese	3
White European	2
White and Black African	2
White and Any Other Ethnic Gro	2
White – English	2
White Other	2
Asian and Any Other Ethnic Gro	2
Any Other Black Background	2
Any Other Ethnic Group	2
White – Irish	1
White and Any Other Asian Background	1
Black - African	1
Bangladeshi	1
White and Black Caribbean	1

First Language

Pupils on roll by their First Language –	Number
Arabic	1
Chinese	3
French	1
Kurdish	1
Hindi	2
Italian	1
Japanese	6
Malayalam	21
Panjabi; Punjabi	3
Polish	7
Romanian	3
Russian	2
Spanish	2
Urdu	1

Special Educational Needs

Pupils on roll with SEN provision	Number
SEN Provision – Education, health, and care plans	9
SEN Provision – SEN Support	73

Specific Groups

Pupils on roll by Specific Groups	Number
Service children	1
CLA	2
CPLA	6
SGO	1
Free School Meals	47
Ever 6	50

Equality Objectives 2023-2027

Our School Development Plan outlines our key whole school priorities, part of which are to ensure that we are meeting the aims of the Equality Act 2010.

Secure:

- Ensure provision for every child's mental and emotional health and well-being enables them to be successful learners.
- Establish strong relationships to underpin successful teaching and learning
- Maintain a culture of high expectations so that all children succeed in their learning and personal development

Engaged:

- Plan and provide a relevant, broad and balanced curriculum which engages all children and promotes success
- Ensure assessment is used effectively to inform teachers' knowledge and understanding of each child's progress to enable them to plan appropriate next steps in learning
- Ensure the broad range of enhancement opportunities is in place to enable all children to fully engage in school life and learning – including leadership opportunities, educational visits and after school clubs and activities.

Equipped for Life:

- Developing oracy across maths, English, and the wider curriculum
- Developing a coherent approach to spelling and use of phonics in KS2 to build on the success of EY and KS1.