

# Equality Objectives 2019- 2020

In order to meet our school's general and specific duties under the Equality Act 2010, the following information has been prepared by the Head Teacher and Pupil Groups Governor.

## 1. Understanding Our School Community – Equality Information

The following information was correct as of December 2019.

Ethnic Categories (numbers)							
White British	167	White & Black Caribbean	8	Indian	3	White and black Caribbean	
Irish	1	White & Asian	2	Pakistani		Refugee	
Any other white background	1	White & Black African		Bangladeshi		Asylum Seeker	
Traveller of Irish Heritage		Any Other Mixed background	2	Any other Asian background		Any Other Ethnic Group	
Gypsy/Roma		Chinese		Black Caribbean		Information Refused	1
White European		Any other Chinese background		Black African		Information Not Obtained	7

Disability		
	Percentage	Number
No Disability	100%	192
Disability	0%	0

Special Educational Needs (SEN)		
	Percentage	Number
No Specified SEN	95.8%	184
EHC Plan	0%	0
SEN Support	4.2%	8

Religion and Belief (numbers)					
Anglican		Church of England	16	Sikh	1
Baptist		Hindu	1	No Religion	90
Buddhist	1	Jewish		Other Religion	1
Catholic	2	Methodist		Unknown	27
Christian	53	Muslim			

Deprivation		
	Percentage	Number
<b>Pupil Premium*</b>	8.3%	16
<b>Non-Pupil Premium</b>	91.7%	176

\*Any pupil in receipt of Free School Meals at any time during the last 6 years

Gender (numbers)		
	Percentage	Number
<b>Girls</b>	45.3%	87
<b>Boys</b>	54.7%	105

**No Information was available on the following protected characteristics:**

**Gender Reassignment** - The school did not have any information on whether any of the children on roll had reassigned their gender.

**Sexual Identity** - The school did not have information on whether any of the pupils on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT).

## 2. Understanding the Information Gathered

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### General Context

Having viewed recent information about the local community it appears that the school is a fair reflection of the immediate local community. The vast majority of our pupils come from within our catchment area and those that do not come mostly from Saxondale or Cotgrave.

## 3. Equality Objectives 2019 - 20

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Using the monitoring information gathered the school looked at the following to identify whether there were any obvious gaps or potential issues for pupils in relation to the protected characteristics:

- Admissions
- Attainment
- Attendance
- Engagement in school activities
- Exclusions
- Prejudice related incidents
- Rewards and sanctions
- Representation on school bodies e.g school councils

Following our analysis we have developed six Equality Objectives in order to meet the following requirements of the Equality Act:

- **Eliminate Unlawful Discrimination**, harassment, victimisation and any other conduct prohibited by the Act
- **Advance Equality of Opportunity**, between persons who share a relevant protected characteristic and persons who do not share it
- **Foster Good Relations** between persons who share a relevant protected characteristic and persons who do not share it

## 1. Race and Religion

**Equality Objective: To update our Personal, Social and Health Education (PSHE) programme to include issues around Equality continue to be covered throughout the school and to include new guidelines around RSE by September 2020**

**Why:** As the school and areas around are non-diverse in several ways, many of the children have narrow experiences of different families, religions, sexual orientation and ethnicity. It is important that all these different sectors of society are valued and understood.

**How:** We will rewrite our PSHE schemes of work to ensure coverage of the SLES strands and update our PSHE Policy (by September 2020)

**Outcome:** Pupils will continue to have an understanding of different cultures and we will have a clear structure for promoting and championing race equality.

We continue to review our work in this area in line with new guidelines.

## 2. Attainment

**Equality Objective: To continue to close the gap between disadvantaged pupils and non-disadvantaged pupils in reading, writing and maths.**

**Why:** The gap between disadvantaged and on disadvantaged children is significant in all areas.

**How:** By targeted interventions, pre and post teaching sessions.

**Outcome:** The gap in performance will be narrowed, thus giving our disadvantaged pupils the best chance of academic success at secondary school.

This work continues in line with our Pupil Premium strategy. Some children have other factors in addition to pupil premium. Small numbers of children make it difficult to compare statistically.

## 3. Attendance

**Equality Objective: To ensure attendance of all groups of children is in line with good attendance (96%) or above.**

**Why:** To ensure that all pupils are able to make good progress

**How:** Focus attendance monitoring, concern letters, TAC meeting is necessary with parent/carers, positive reward for those with good attendance

**Outcome:** Attendance is above 96%

## 4. Prejudice Related Incidents

**Equality Objective: To continue to raise awareness and tolerance of differences**

**Why:** groups Groups of children of any of the protected characteristics are genuinely small compared to National figures and as a result we feel that it is of considerable importance to ensure that all differences are recognised and celebrated

**How:** Activities detailed within curriculum  
Direct education re; homophobia, racism, sexism  
Positive images of race, different families, religion represented in displays et around the school environment  
Incidents/issues shared with school staff as appropriate

**Outcome:** All members of the school community feel valued

## 5. Disability

**Equality objective: To continue to ensure all aspects of school provision include the needs and opinions of disabled pupils and their families**

**Why:** Although we have a School Council with the remit of listening to pupils including a representative with additional needs/ disability, we would like to develop this further to take into account further opinions of parents and families

**How:** Ensure opportunities are sought to provide a forum to include opinions of the wider school community including parents. This may include questionnaires.

**Outcome:** Pupils with disabilities and their families feel their views are listened to and taken into account.

## 5. Evaluating Impact

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We will engage with our school community to ensure the objectives identified are the best ones for this year based on the data analysis. The Governing body will monitor progress on all Equality Objectives in the Autumn term 2020.