



# Neville's Cross Primary School & Nursery

## Equality Information and Objectives

Date of policy: October 2022

Review date: October 2023

*Neville's Cross is an inclusive family where all are nurtured to become happy, confident and resilient learners supported to reach their unique potential. Our children develop skills to become active and respectful members of our school, community and society and during their time at Neville's Cross, make memories to cherish.*

# Equality Information and Equality Objectives for Neville's Cross Primary School and Nursery

## Equality Act 2010 Neville's Cross Primary Schools' provision of the public sector equality duty

Date: October 2022

We in Neville's Cross Primary School and Nursery are committed to equality. We aim for every pupil to fulfil their potential no matter what their background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities and school trips and residential.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under 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.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the school's provisions are:

- Disability
- Gender Reassignment (Gender Identity)
- Pregnancy and Maternity
- Race (Ethnicity)
- Religion or Belief
- Sex
- Sexual Orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the schools' provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;

- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

**Equality Information (Last updated October 2022):**

This Equality Information is a summary of pupil and staff profile of the school. The information for pupils is collected via data collection sheets completed by parents/carers.

We maintain confidentiality and work to data protection principles. We publish information in a way so that **no pupil** can be identified.

**Staff Equality Profile:**

Our school employs less than 150 staff members and therefore is not required to publish staff data. The school uses any data collected about its staff demographic in order to inform policies, decisions and the objectives detailed on this document.

**Pupil Equality Profile:**

Age	We have pupils aged from 3 to 11 years old in our school.
<b>Disability</b> - A person is disabled under the Equality Act 2010 definition if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Our numbers are so small it would not be appropriate to publish this information. We ensure reasonable adjustments are made where appropriate.
EAL (English as an Additional Language)	The languages spoken within our pupil profile are: English, Turkish, Arabic, Italian, Malay/Indonesian, German, Ukrainian, Korean Urdu and Chinese.
Gender Reassignment (Gender Identity)	We are an inclusive school community and support any pupil exploring their gender identity.
Pregnancy and Maternity	We comply with our equality duty and have planned to deliver education on site if required or offer a place at the Young Parent Group coordinated within the SEND & Inclusion Service.

Pupil Premium <i>(Although this isn't a protected characteristic under the Equality Act, our school feel it is an important aspect of our school profile)</i>	8.6% pupils eligible for Pupil Premium
Race (Ethnicity)	Our numbers are so small it would not be appropriate to publish this information.
Religion and Belief	Our pupil profile comprises: Christian, Jehovah's Witness, Muslim, other, no religion or refused to say.
SEND	8.3% pupils identified by school with a Special Educational Need 7% SEND Support Plan 2% Education Health and Care Plan (EHCP)
Sex (Gender)	47% female 53% male
Sexual Orientation	Our school community is inclusive of all pupils regardless of their sexual orientation.

**We will update our equality information at least annually and publish on the school website. This information is used to help inform our equality objectives.**

### **Equality Objectives 2021 – 2025**

Our equality objectives are:

- to monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.
- to reduce the attainment and progress gap between disadvantaged and non-disadvantaged.
- to eliminate materials and language which reinforces stereotypes and preconceptions.
- To ensure that all pupils are given similar opportunities with regards to after-school clubs, music tuition and residential trips.
- To ensure children with a protected characteristic are fairly represented and included in activities and supporting interventions across the school.

**We will update our equality objectives every four years and publish them on our school website.**

**We will review progress on these objectives annually and this paperwork will be held within school as part of our School Improvement Plan.**

**Headteacher:** -----

**Chair of Governors:** -----

**Date:** -----