



Ellingham CE VC & Woodton Primary Federation

WHOLE SCHOOL POLICY FOR Equality Information & Objectives

Date Reviewed:	Agreed by Governors:	Date for Next Review:
November 2022		November 2024

*Our vision is to love our neighbour,
enabling everyone to flourish and to
reach their full potential.*

Inspire Challenge Nurture

Public Sector Equality Duty

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Equalities Statement

Ellingham CE VC & Woodton Primary Federation are inclusive schools where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Ellingham CE VC & Woodton Primary Federation aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our schools are committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

At Ellingham CE VC & Woodton Primary Federation we are committed to:

- Promoting equality of opportunity for all
- Eliminating discrimination and harassment
- Valuing and promoting positive attitude to diversity
- Encouraging good relationships to create a shared sense of belonging
- Providing a broad and balanced curriculum for pupils of all abilities
- Providing an inclusive education which enables all pupils to develop their full potential
- Reducing the barriers and inequalities that already exist
- Meeting the requirements of the Equality Act 2010

School Vision, Values & Ethos

Our Vision is **'To love our neighbour, enabling everyone to flourish and reach their full potential.'**

Our vision is shared using the parable of the Good Samaritan. In this parable, the main character shares our values. The Samaritan showed a **respect** for all living things and with **nurture** was able to help the injured man. This character also demonstrated that when things are a **challenge**, we can be **resilient** and offer love and support for others. We take **inspiration** from the Good Samaritan and **aspire** to love our neighbours as he did.

Through our Vision and values we promote equality.

Protected Characteristics

The Equality Act 2010 protects people from discrimination based on protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

The protected characteristics referred to above relate to:

- **Age** - Refers to a person belonging to a particular age or range of ages.
- **Disability** - A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.
- **Gender reassignment** - The process of transitioning from one gender to another.
- **Marriage and civil partnership** - Marriage is defined as a union of two people as partners in a personal relationship. The Marriage (Same Sex Couples) Act 2013 recognises the legal right for same sex couples to marry in England. Civil partnerships are able to be converted into marriages if couples choose to do so. If this is not the case then civil partners must be treated the same as married couples on a wide range of legal matters.
- **Pregnancy and maternity** - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth.
- **Race** - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour and nationality (including citizenship), ethnic or national origins.
- **Religion and belief** - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
- **Sex** - Male, female or non-binary.
- **Sexual orientation** - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Information on groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group – Pupil Premium
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

Our School- Equality Information

Data as of November 2022

Age of pupils: 4 – 11

	Ellingham	Woodton
Number on Roll	105	57
Male	52%	39%
Female	48%	61%
Pupil Premium	25%	26%
SEND	17%	21%
EAL	2%	2%
Young Carers	0%	0%
LAC / PLAC	2%	5%

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is closed, or at least remains less than the gap nationally.

NB: It may be possible to identify individuals from the information provided when the number of pupils with a particular characteristic is low and the information is sensitive personal information. In these cases we have indicated this by an asterisk*.

Eliminate unlawful discrimination, harassment, victimisation

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Ellingham CE VC & Woodton Primary Federation. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- New staff receive training on the Equality Act as part of their induction

Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success

- Tracking pupil progress to ensure that all children make rapid progress, and providing interventions as needed
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures

Advance equality of opportunity

We advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)
- Using the information we gather to identify groups or individuals and plan targeted intervention as needed
- Listening to parents/carers
- Listening to pupils at all times

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

Foster good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, personal, social, health and economic (PSHE) education and activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated every two years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

Equality Objectives

Objective 1

To embed the work that we do in 'Schools of Sanctuary', in order to develop a wider empathy and understanding of refugees and other diverse groups.

Objective 2

To continue to develop the content of our broad and balanced curriculum, to ensure that we promote diversity and inclusivity.

Objective 3

To monitor and analyse pupil achievement by disadvantaged and non-disadvantaged and by gender and to act on any trends or patterns in the data that require additional support for pupils.