



Equality Information and Equality Objectives for Escomb Primary School

Equality Act 2010 Escomb Primary Schools' provision of the public sector equality duty

Date: January 2018

Article 8 – You have the right to an identity which no one can take away

As a Rights Respecting school we place the rights of the child and the articles detailed within the UNCRC at the heart of all we do. Article 2 states that '*the Convention applies to everyone; whatever their race, religion or abilities, whatever they think or say, whatever type of family they come from.*' We at Escomb Primary School are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her 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.

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 schools' provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- 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 characteristics 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:

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

Pupils:

Age	<i>We have pupils aged from 4 to 11 years old in our school.</i>
Disability	<i>Our numbers are so small it would not be appropriate to publish this information We ensure reasonable adjustments are made where appropriate.</i>
Gender reassignment	<i>We support any pupil towards gender reassignment.</i>
Pregnancy and maternity	<i>We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.</i>

'Race' / ethnicity	<i>Our pupil profile comprises: White British, White-Asian, White-Black African and Hispanic.</i>
EAL (English as an Additional Language)	<i>0% of our school population has EAL The languages spoken within our pupil profile are: English and Spanish.</i>
Religion and Belief / no belief	<i>Our pupil profile comprises: Christian and no declared religion</i>
SEND	<i>8.9% of pupils are identified with a Special Educational Need, 0.49% are in possession of an EHCP</i>
Sex – male/female	<i>52% female 48% male</i>
Sexual orientation	<i>We support all pupils regardless of sexual orientation</i>
Pupil Premium	<i>18.3% pupils are eligible for Pupil Premium and 7.9% of pupils are currently eligible for FSM</i>

We will update our equality information at least annually

Equality Objectives

As a Rights Respecting school our equality objectives are defined within the articles of the UNCRC. We would like all members of our school community to develop their understanding of the following articles:

1. **Article 17 – all children have the right to access information, which is important for their wellbeing, from a wide variety of sources.** We aim to support all children in making reasoned and informed decisions and will ensure the information provided is fair, unbiased, non-stereotypical and reflects positive images
2. **Article 29 – all children have the right to an education which develops their talents and abilities to the full.** We aim to develop children's understanding of equal opportunities with regard to gender, ethnicity, culture and ability through our school curriculum
3. **Article 30 – all children have the right to practise their own language, culture and religion or any of their own choosing.** We aim to develop our knowledge and understanding of issues of anti-discriminatory practice and promote diversity and equality.
4. **Article 23 – children with a disability have the right to live a full and decent life with dignity and independence and to play an active part in the community.** We aim to embed positive attitudes to inclusion and equality within our school ethos.

We will update our equality objectives every four years and will publish progress on them annually in January.

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage is often more appropriate

Headteacher: Mrs Wendy Gill

Chair of Governors: Ms Marjorie Kellett

Date: January 2018