

Bubwith Community Primary School

Equality Information and Objectives



2017-2020

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.

Bubwith Community Primary School is an inclusive school which focuses 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 in different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of 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.

Information on other 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
- Pupils with English as an Additional Language (EAL)
- Looked after children
- Other vulnerable groups

We aim to ensure that any gap in attainment for pupils within any of the above groups is removed, or at least remains less than the gap nationally through rigorous tracking and monitoring including progress and attainment, and by providing equal opportunities to access the curriculum and activities,

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Bubwith Community Primary School. '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 equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Adoption of the single Equality Scheme and School Equality Objectives
- Adoption of the Accessibility Policy and School Accessibility Plan
- Prioritising and monitoring of Pupil Premium Grant
- Anti-Bullying Policy written by and reviewed annually by pupils in school, led by the School Council.
- School Behaviour Policy ensures that all children feel safe at school
- Reporting, responding to and monitoring behaviour incidents
- Reporting, responding to and monitoring all racist and homophobic incidents
- Regularly monitoring the curriculum to ensure that it meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- 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 good progress, and intervening when necessary
- 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.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention, including seeking support from outside agencies.
- Ensuring participation of parents/carers and pupils in school development

- Listening to parents/carers
- Listening to pupils at all times

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that Bubwith Community Primary School is seen locally as a community school
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives 2017-2020

At Bubwith Community Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: To monitor and analyse pupil achievement and progress and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To raise levels of attainment and progress in core subjects for vulnerable learners.

Objective 3: To ensure boys and girls attain equally well in all curriculum areas.

Objective 4: To diminish the difference between the attainment and progress gap of pupils with SEND in school and with similar groups nationally by the end of KS2.

Objective 5: To diminish the difference between the attainment and progress gap of disadvantaged pupils in school and with similar groups nationally by the end of KS2.

Objective 6: To monitor and analyse pupil attendance and act on any trends or patterns in the data that require additional support for families in school.