

## **All Saints' CE(A) First School Public Sector Equality Duty**

Our school is committed to equality both as an employer and a service provider:

- We try to ensure that everyone is treated fairly and with respect
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, staff, the church and through school council.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

We welcome the emphasis in the OFSTED framework on the importance of narrowing gaps in achievement which affect, amongst others:

- Pupils from certain cultural and ethnic backgrounds
- Pupils who belong to low-income households and pupils known to be eligible for free school meals
- Pupils who are disabled
- Pupils who have special educational needs
- Boys in certain subjects and girls in certain other subjects
- Pupils who have English as an additional language

- Pupils who are in Local Authority Care

The school has a series of policies that support this Equality Statement.

**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.**

**Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010**

At All Saints' we are strongly committed to ensuring that members of the school community do not become victims of unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010. We have a series of policies and procedures in place to support us with this. These include;

- Disability Scheme and Access Plan
- E-safety Policy
- Behaviour policy
- Anti-bullying and Harassment policy
- Race Relations/ Equality policy
- Exclusions Policy
- Safeguarding policy
- Safer Recruitment policy
- Community Cohesion Policy

- Central Record of Recruitment and Vetting checks
- Equal opportunity policy
- Flexible working policy
- Whistleblowing Policy
- Sex and Relationships Education Policy
- SEND Policy

Many of these policies are available on the school website. All policies are available from the school office.

The head teacher reports to the full governing body include reports as to the number of bullying or racist incidents that have been reported. There is also an update on the number of exclusions that may have occurred (none recently) and the number of children registered as having additional learning needs. All staff are given copies (or signposted to copies) of relevant policies as part of their induction. Policies are reviewed regularly following our Policy schedule as recommended by the department for Education.

**Advance equality of opportunity between people who share a protected characteristic and people who do not share it.**

At our school, careful analysis of performance/attainment data is used to identify different groups within our school community. We are able to make comparisons and identify any group that may be achieving less well than other groups. We build in strategies to address such issues and these are included in the school development plan. The plan is reviewed annually and action plans developed accordingly. At our school, we monitor the impact of any strategies and interventions that we put in place to ensure that they are meeting the needs of our pupils.

The school has an accessibility plan and this too is reviewed regularly. A copy of this plan is available from the school office.

### **Fostering good relations between people who share a protected characteristic and people who do not share it.**

For us, fostering good relations is a strength, and the atmosphere and ethos that is apparent on a day to day basis is remarked upon by visitors to our school. To maintain this, we use certain strategies to support us;

- Everyone in the school community is treated with respect and kindness. Our school vision and values are embedded within the daily life of our school. These are extended to our parents, the local community and any visitors.
- Our vision and values are based on our Christian distinctiveness as a church school.
- We believe an open door policy supports our vision and values.
- We offer a broad and balanced curriculum which reflects our own community and has a more global perspective too.
- Whole School and class worship.
- Celebratory events for all the major festivals
- Strong links with the church and the local community
- Strong links with other local schools (LEP) and our out of school club.
- Strong links with our partner school in Kenya.

### **Our School Community**

- The school is an average-sized primary school.
- Most pupils are White British.
- The proportion of disabled pupils and those who have special educational needs supported through school action is below average. The proportion supported at school action plus or with a statement of special educational needs is average.
- A below-average proportion of pupils are eligible for support through the pupil premium. This is additional funding for pupils who are looked after by the local authority, known to be eligible for free school meals or have a parent serving in the armed forces.

- A number of outside agencies, such as social services, have recommended the school for pupils in need of extra support because of their backgrounds.
- In addition, the number of children in the school who are disabled or have additional needs is increasing significantly.

### Pupil Numbers (Jan 2019)

	Year N2	Year R	Year 1	Year 2	Year 3	Year 4	All Years
Pupils of this school		40	42	43	39	38	202
Male		57.50% 23	52.38% 22	53.49% 23	56.41% 22	52.63% 20	46.81% 110
Female		42.50% 17	47.62% 20	46.51% 20	43.59% 17	47.37% 18	39.15% 92
Single Reg		40	42	43	39	38	202
Male		23	22	23	22	20	110
Female		17	20	20	17	18	92
Guests	33						33
Male	22						22
Female	11						11
Total Pupil Numbers	33	40	42	43	39	38	235
Male	22	23	22	23	22	20	132
Female	11	17	20	20	17	18	103

### Ethnicity (Jan 2019)

<b>Any other Asian background</b>	1	0	0	0	1	2
<b>Information Not Yet Obtained</b>	0	1	0	0	0	1
<b>Refused</b>	1	1	0	0	0	2
<b>White - British</b>	40	41	39	37	39	196
<b>White and Black African</b>	0	0	0	1	0	1
<b>Total</b>	<b>42</b>	<b>43</b>	<b>39</b>	<b>38</b>	<b>40</b>	<b>202</b>

### Key Pastoral Factors (Jan 2019)

	Year R		Year 1		Year 2		Year 3		Year 4		All Years	
Free School Meals			9.52%	4	2.33%	1			10.53%	4	4.46%	9
English as Add'l Language	5.00%	2			2.33%	1					1.49%	3
Pupil Premium	2.50%	1	9.52%	4	6.98%	3	7.69%	3	13.16%	5	7.92%	16
Medical Condition	25.00%	10	40.48%	17	25.58%	11	23.08%	9	28.95%	11	28.71%	58
Service Children					2.33%	1					0.50%	1
In Care							2.56%	1			0.50%	1
SEN Needs	2.50%	1	9.52%	4	4.65%	2	12.82%	5	23.68%	9	10.40%	21
SEN Status	2.50%	1	9.52%	4	4.65%	2	10.26%	4	23.68%	9	9.90%	20

### Public Sector Equality Duty Objectives

Our objectives for 2018-19 are to narrow gaps in attainment for specific groups and to provide clear pupil voice opportunities. The objectives and success criteria are as follows:

#### Objectives

- **Maintain effective procedures to ensure high attendance levels in all groups of children.**
- **Implement new Early Help Roll Out, Education Referral Pathway and Front Door procedures to support families in need.**
- **Maintaining and improving the progress of pupils in vulnerable through targeted interventions. (SENDCo)**
- **Develop consistent quality of C4Cs and PPs (SENDCo)**
- **Develop stakeholder feedback processes to support school self-evaluation**

### ***Success Criteria***

- Attendance amongst all groups of pupils remains above national.
- All staff understand and use the new Front Door procedures to support families in need.
- Progress of vulnerable pupils has increased.
- C4Cs and PPs in all year groups are consistently well written, concise and informative with measurable targets. PPs and C4Cs reviews inform future targets.
- Feedback from children, parents, staff and the local community is used to support school self-evaluation.