



Equality Information and Equality Objectives for North Park Primary School 2017-2021

We in North Park 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 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.

We will have **due regard** to advancing equality of opportunity includes 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 person 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 characteristics 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

The protected characteristics for the schools provisions are:

- Disability.
- Gender reassignment.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.



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

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 (2018):

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

This information is correct as at Jan 2018, but is subject to change.

Staff:

Age	Figures vary – we comply with our equality duty
Disability	No staff record a disability. We would ensure reasonable adjustments are made where possible, when necessary.
Gender reassignment	No staff member. We would support any staff member undergoing gender reassignment.
Marriage & civil partnerships	Figures change – we comply with our equality duty
Pregnancy and maternity	Figures change – we comply with our equality duty
'Race' / ethnicity	34 staff - 100% White-British
Religion and Belief / no belief	Staff gave no information
Sex – male/female	32 staff - 94% female 2 staff - 6% male
Sexual orientation	We support all staff members regardless of sexual orientation

Pupils

Age	203
Disability	0.01% (3 pupils) report a disability (parental response)
SEN	17% on SEN support or EHCP
Statements/EHCP	0.5% with statement/EHCP
Gender reassignment	We would support any pupil undergoing gender reassignment or questioning their gender.
Marriage & civil partnerships	n/a
Pregnancy and maternity	We are/would comply with our equality duty and have planned to deliver education on site if and when required or offer a place at the Pregnant Schoolgirl Unit, DCC
'Race' / ethnicity	98% White-British 2% minority ethnic background
EAL	None at present
Religion and Belief / no belief	Some pupils gave information – they comprise of mainly Christian, and include Hindu and Muslim
Sex – male/female	203 pupils - 56%male, 44% female
Sexual orientation	We support everyone regardless of sexual orientation
FSM	37% (46% Ever 6)
Post 16 2011	n/a
NEETs 2011	n/a
Vulnerable groups of pupils whose prior attainment may be different from that of other groups	1 looked after child 2 GRT pupils



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Equality objectives – 2012-2016

1. To consult with disabled pupils and families
2. To raise pupil awareness and experience of cultural diversity through curriculum planning, events and resources
3. To consult with SEND pupils and families
4. To tackle bullying of all forms through Anti-Bullying initiatives and curriculum opportunities
5. To ensure reference is made to equal opportunities in all policies and practice

Work undertaken to promote equality

- Work with the BIG (Bullying Intervention Group) to maintain high standards in school and ensure pupils are aware of school procedure; this has included annual accreditation for the BIG award
- Annual training of playground buddies and mini-buds
- Development of school curriculum resources to support cultural diversity and to tackle all forms of discrimination – books, displays, planning resources
- Assemblies to reflect all aspects of the principles of the policy
- Becoming an Educate and Celebrate best practice school – to enrich the curriculum and raise awareness of discrimination
- Development of the PSHE curriculum to include work on Bullying, discrimination, equality, rights and responsibilities, relationships, wellbeing
- Multi-cultural focus teaching weeks to develop awareness of cultural diversity
- A range of curriculum enrichment activities, including focus weeks, visits, visitors to celebrate cultural diversity and multi-culturalism
- All policies have been scrutinised and updated to ensure they reflect the Equality Act and meet our principles for equality
- Analysis of achievement of all groups to help us target any development needs and to inform the School Development Plan
- Staff completed training on the Equality Act
- Staff training from Educate and Celebrate (LGBT+)
- Pupil attend Educate and Celebrate conference
- Equality statement in the entrance to ensure all visitors are aware of school policy and expectations
- Rights respecting school work – Family Groups used in school to address a wide range of issues
- Governor special interest meetings with pupils and staff in relation to Anti-Bullying and Educate and Celebrate (LGBT+)
- Consultation with parent of disabled pupil to support inclusion



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Equality Objectives 2017-2021

Our objectives will allow us to

- Further develop and foster good relationships with all stakeholders
- Continue to enhance equality of opportunity at North Park Primary School
- Continue to develop and enrich our curriculum, to help us provide a wide range of opportunities that develop pupil's spiritual, moral, social and cultural understanding
- Continue to raise awareness of protected characteristics, and promote understanding of discrimination

Objectives

1. To continue to consult with SEND parents and pupils
2. To continue to develop the curriculum to cover equality issues and promote equality and community cohesion, and cultural diversity
3. To ensure the learning environment reflects positive images of people in line with all protected characteristics
4. To ensure we hold up to date information about disability and accessibility, by surveying parents and collating information to inform school actions
5. To ensure all forms of bullying and discrimination of any kinds are reported and logged, and dealt with according to school procedure

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

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 are more appropriate

Headteacher: Mrs P Monk

Chair of Governors: Mr N Foster