

Equality Objectives and Statement

Equality Information and Objectives – Information for School Website

Public Sector Equality Duty: January 2020

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.

Oak Meadow Primary School is committed to ensuring equality of provision throughout the school community. 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 we continue to tackle issues of disadvantage and underachievement of different groups.

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

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

Therefore, our equality objectives are as follows:

- To promote spiritual, moral, social and cultural development through all curricular opportunities, with particular reference to issues of equality and diversity.
- To narrow the gap between disadvantaged and non-disadvantaged pupils in all core areas: reading, writing, mathematics and science.
- To diminish the gender difference between boys and girls in reading, writing and mathematics in all year groups: Reception to Year 6.
- To continually consider how well the school ensures equality of opportunities for all its pupils.
- To tackle prejudice and promote understanding in relation to people with disabilities.
- Effectively support pupils ensuring progress is made by all, including vulnerable groups, i.e. boys and girls, disadvantaged pupils and SEND pupils.
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging.

From tiny acorns mighty oaks grow...



Equality Information

Number of pupils, aged 4-11 on roll at the school: 421

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 and Disabilities (SEND)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Children and young people in care
- Other vulnerable groups
- Term of birth

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.*

Race/Ethnicity	%
Any other Asian background	0.7
Any other Black background	0.7
Any other ethnic group	0
Any other mixed background	0.9
Any other White background	0.7
Bangladeshi	0
Black - African	0.7
Black Caribbean	0
Chinese	0
Indian	2.1
Pakistani	0
Refused	0.0
White - British	82.7
White - Irish	0
White and Asian	2.6

White and Black African 0.2
White and Black Caribbean 8.2

Gender: 55.2% Male, 44.7% Female

Pupils eligible for Free School Meals (FSM): 25.9 %

Pupils eligible for Pupil Premium Finding – Disadvantage group: 31.28%

Pupils with Special Educational Needs and Disabilities (SEND) 13.7 %

Pupils with English as an Additional Language (EAL): 2.13 %

Children and Young People in Care: 0.7%

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 removed, or at least remains less than the gap nationally.

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 Oak Meadow 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 working for 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;
- Our behaviour policy ensures that all children feel safe at school;
- 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;
- 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 at least good progress, and intervening when necessary;
- Ensuring 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 through our annual questionnaires.

Advancing Equality of Opportunity

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school improvement
- Listening to parents'/carers' ideas and views
- Listening to pupils at all times

Fostering good relations across all characteristics

We foster good relations by:

- Ensuring Oak Meadow Primary School is seen as a community school within our local community
- Ensuring equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives

At Oak Meadow 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 attainment and progress by race, gender and disability and act on any pupils or groups requiring additional support and intervention.

Objective 2: To increase the proportion of vulnerable pupils attaining expected levels of attainment.

Objective 3: To continually support parent and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

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