



Equality Information and Objectives Statement

September 2017 - 21

Our school makes all members of our community feel welcome and valued. Our vision and values promote inclusion and equality and tackle discrimination. We have high expectations for all our pupils irrespective of their age, disability, gender reassignment, race, religion or belief, sex or sexual orientation. Our equalities statement is guided by some core principles:

- Learners are all unique children who together are one;
- We recognise and respect difference;
- We show understanding, compassion and care to all
- We foster positive attitudes and relationships and a shared sense of community and belonging;
- We observe good practice in recruitment, retention and staff development;
- We aim to reduce and challenge barriers to equality that already exist.

In line with the PSED (Public Sector Equality Duty) of the Equality Act 2010 we publish the following data:

Characteristic	Breakdown		
Number of pupils	418	56 % male	44% female
Number of staff	55	13 % male	87% female
Number of governors	12	5 male	7 female

Religion	None denominational school
Attainment on entry	Average in all areas of development
Pupil Mobility	1.7% (7) of the current NOR joined the school during the 2016/17 academic year (excluding Reception) 2.1% (9) of the current NOR left the school during the 2016/17 academic year (excluding Y6)
Free School Meals Eligible for Pupil Premium	6.2% (26) 10.76% (45)
Ethnicity	92.3% (386) White British 0.7% (3) Other White 0.47% (2) Black Indian 0.2% (1) Pakistani 1.1% (5) White & Black Caribbean 0.47% (2) Caribbean 0.9% (4) Black British African 0.9% (4) Other Mixed background 2.4% (10) White and Asian 1.1% (5) White & Black African 0.47% (2) Black/Black British Caribbean
English as an additional language	0.71%(3)
Special Educational Needs	0.96% (4) EHC 5.46% (23) SEN Support
Average attendance rate	96%

Awards , accreditations, recognitions	Stonewall Champion School Games Silver Award 2016/17 Arts Mark
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Our Equality Objectives

General

To ensure we welcome different families, including those with same sex parents.

To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity;

To ensure children have an understanding that the freedom to choose and hold other faiths and beliefs is protected in law through direct teaching and Collective Worship;

To nurture an acceptance that other people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour through school policies (Anti Bullying Policy, Collective Worship, display, RE, PSHE etc);

To enforce an understanding of the importance of identifying and combatting discrimination through focus weeks (One World Week etc);

To reduce prejudice and increase understanding of equality through direct teaching across the curriculum, fundraising, active School Council etc;

To avoid deterministic notions of fixed ability and to model teaching and learning behaviours that develop a growth mindset and avoid labeling;

To promote cultural development and understanding through a rich range of experience, both in and beyond the school (See annual Educational Visits and After School Clubs);

To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.

Specific

To create a policy to ensure separated parents are treated equally.

To ensure rights-respecting values underpin leadership and management, the whole school community and the school has a rights-respecting ethos. Children are empowered to become active citizens and learners.