



Norton Free C of E Primary School

EQUALITY INFORMATION & OBJECTIVES

Date	Information: Oct 2024 Objectives: January 2023
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Approval	Can be delegated by the governing board to a committee, governor or headteacher
Review Cycle	Information: Annual Objectives: 4 yearly
Date of next review	Information: Oct 2025 Objectives: January 2027
Published on website	Information: MANDATORY Objectives: MANDATORY

Equality Objectives



Equality Information and Objectives - Information for school website Public Sector Equality Duty (Updated October 2024)

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.

Norton Free C of E Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth and value. 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 of 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 equalities 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.

Equality Information

Number of pupils on roll at the school: 215

Age of pupils: 4 to 11

Recruitment:

We are an Equal Opportunities employer and we adhere to the principles of equal opportunity in all aspects of the recruitment process. We welcome applications for vacant posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

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) – 14%

Pupils with Special Educational Needs (SEN)- 12% 0.5% EHCP

Pupils eligible for Pupil Premium Funding Disadvantaged group - 5%

Pupils with English as an Additional Language (EAL) – 2.4%

Young carers - 0%

Looked after children – 3.2%

Other vulnerable groups – children identified with Adverse Childhood Experiences

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	-
Any other Black background	1%
Any other ethnic group	-
Any other mixed background	1.4%
Any other White background	1%
Bangladeshi	-
Black - African	0.5%
Black Caribbean	0.5%
Chinese	-
Indian	1%
Pakistani	-
Refused	-
White - British	92.3%
White - Irish	-
White and Asian	-
White and Black African	1.4%
White and Black Caribbean	1%

Gender: 51% male, 49% female

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 Norton Free C of E 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 and addresses prejudicial bullying.

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 rapid 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.

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 Norton Free C of E Primary School is seen as a community school within our local community.

Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives

At Norton Free C of E 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 by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

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

Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

The Role of the Governing Body:

The Governing Body has:

- Responsibility to comply with all aspects of the Equality Act 2010 and to ensure that school complies with all equalities legislation;
- Delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy and ensure that it is embedded into the culture of the school;
- Responsibility to set equality objectives every four years;
- Responsibility to have in place a school accessibility plan in order to provide full access to the school building/s for all disabled people;
- Nominated a designated **Equalities governor** to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- Organised training for governors in order to ensure that all governors are aware of their legal responsibilities under equality legislation
- Has the responsibility to monitor achievement of equality targets;
- Responsibility for ensuring this policy and all policies are maintained and updated regularly;
- Responsibility for ensuring all policies are made available to parents
- Nominated a link governor to visit the school regularly, to liaise with the Headteacher and the coordinator and to report back to the Governing Body;
- Responsibility for the effective implementation and the annual monitoring and evaluation of this policy;

The Role of the Headteacher and Senior Leadership Team:

The Headteacher and Senior Leadership Team have responsibility for:

- Ensure all school personnel, pupils and parents are aware of and comply with this policy and ensuring that it is embedded into the life of the school;
- Work closely with the link governor;
- Provide leadership and vision in respect of equality inclusion and community cohesion;
- Record and deal with incidents of racism, bullying and other inappropriate behaviour, reporting and addressing all racial incidents;
- Seeking advice from appropriate agencies in order to ensure that this policy is kept up to date;
- Have high expectations of all pupils from across the ability range;
- Provide every opportunity for pupils to succeed by ensuring the highest standards of teaching and learning;

- Ensure the curriculum is broad, balanced, differentiated, relevant and exciting;
- Monitor the progress of all pupils in order for them to achieve their expected targets;
- Monitor and analyse the performance of different groups of pupils within the school;
- Regularly reporting to the Governing Body on the standards achieved by different groups within the school;
- Highlight and share positive activities that help to tackle educational disadvantage;
- Ensure the accessibility of the school site is carefully monitored and reviewed annually;
- Provide guidance, support and training to all staff;
- Monitor the effectiveness of this policy

The Role of Parents and Carers:

Parents/carers will:

- Be aware of and comply with this policy;
- Be encouraged to take an active role in the life of the school by attending:
 - parents and open evenings/workshops
 - parent-teacher consultations
 - class assemblies
 - school concerts
 - fundraising and social events
- Be encouraged to work in school as volunteers;
- Be encouraged to organise after school clubs or groups;

Information reviewed annually - next review: October 2025

Objectives reviewed 4 yearly – next review: January 2027