

Equality Information and Equality Objectives
for **Roseberry** Primary & Nursery School



Equality Act 2010
Schools' provision of the public sector equality duty

April 2012

We in Roseberry 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.

Age and marriage and civil partnership are NOT protected characteristics for the school's 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:

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.

Staff:

Age	30 employees aged 18+
Disability	0% of staff record a disability. We ensure reasonable adjustments are made where possible
Gender reassignment	No staff member. We would support any staff member undergoing gender reassignment.
Marriage & civil partnerships	0
Pregnancy and maternity	1 member of staff is currently on maternity leave
'Race' / ethnicity	100% White-British

Religion and Belief / no belief	Staff gave information – we comprise of Christian, Church of England, Roman Catholic, Methodist, agnostic, atheist.
Sex – male/female	29 female 1 male
Sexual orientation	We support all staff members regardless of sexual orientation

Pupils

Age	3-11years
Disability	2% children recorded as having a disability
SEN	25% at School Action or School Action +
Statements	1% children with statements
Gender reassignment	We would support any pupil undergoing gender reassignment or questioning their gender.
Marriage & civil partnerships	n/a
Pregnancy and maternity	n/a
'Race' / ethnicity	99% White-British 1% other
EAL	0%
Religion and Belief / no belief	Christian, Church of England, Roman Catholic, Methodist, agnostic,
Sex – male/female	105 female 92 male (including Nursery)
Sexual orientation	We support all staff members regardless of sexual orientation
FSM	42%

Post 16 2011	n/a
NEETs 2011	n/a
Vulnerable groups of pupils whose prior attainment may be different from that of other groups	0.5% LAC

Achievement statistics

We will update our equality information at least annually

Equality Objectives

Our equality objectives are:

1. To narrow the gap between boys' and girls' achievement in English and Mathematics by the end of KS2.
2. To promote development and understanding of other cultures and beliefs through a rich range of experiences both in and beyond the school.

See separate Action Plan.

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 J. Lee*

Chair of Governors: *Mrs E. Holmes*