



Aycliffe Village Primary School

Great oaks from tiny acorns grow

Equality Information and Equality Objectives **for Aycliffe Village Primary School**

Equality Act 2010

Aycliffe Village Primary Schools' provision of the public sector equality duty

Date: September 2018

We in Aycliffe Village 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 before and 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.

The protected characteristics for the schools provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the school's provisions for pupils.

We will have **due regard** to advancing equality of opportunity including 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 persons 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 characteristic 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 and meetings

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

Please note, due to the small staff team we have and the need to maintain confidentiality, we do not publish all figures in this section (they are held in school)

Age	24 employees aged between 16 and 60.
Disability	24 staff. 0% of staff currently record a disability. We ensure reasonable adjustments are made where possible and when necessary.
Gender reassignment	We would support any staff member towards gender reassignment.
Marriage and civil partnerships	Figures change – we comply with our equality duty.
Pregnancy and maternity	Figures change – we comply with our equality duty.
'Race' / ethnicity	Our staff profile comprises: 100% White British

Religion and Belief / no belief	Our staff profile comprises: Christian, Church of England, Roman Catholic, agnostic.
Sex – male/female	8% male and 92% female.
Sexual orientation	We support all staff members regardless of sexual orientation

Pupils:

Age	We have pupils aged from 4 to 11 years old in our school.
Disability	Our numbers are so small it would not be appropriate to publish this information (information is held in school) We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any pupil towards gender reassignment.
'Race' / ethnicity	Our numbers are so small it would not be appropriate to publish this information (information is held in school)
EAL (English as an Additional Language)	Our numbers are so small it would not be appropriate to publish this information (information is held in school)
Religion and Belief / no belief	Our pupil profile comprises: Christian, Church of England, Roman Catholic, Methodist, Jehovah's Witness, agnostic, atheist.
SEND	10% Information about EHCPs held within school.
Sex – male/female	47% female 53% male
Sexual orientation	We support all pupils regardless of sexual orientation.
Pupil Premium	10% Pupil Premium children
Looked After Children	Our numbers are so small it would not be appropriate to publish this information (information is held in school)

Equality Objectives

Our equality objectives are:

- 1. To continue to aim to narrow the gap between groups of pupils.**
- 2. To address intolerance of differences between pupils and staff.**
- 3. To ensure all parents/carers of pupils, including vulnerable groups, have access to information produced by school.**
- 4. To ensure all staff are appropriately trained to deal with racist, sexist and homophobic incidents, and be able to recognise and tackle other forms of bias and stereotyping, including extremist viewpoints (associated with the PREVENT duty)**
- 5. To further promote an awareness of disabilities amongst the whole school community.**

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

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 is often more appropriate.

Signature: <i>B Dean</i>	Governor (Chair of Children, School and Community Committee)
Signature: <i>H Sutherland</i>	Head Teacher

Ratified by the governing body on	20.06.18
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Policy Review Date	June 2020
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