



Equality Information and Equality Objectives for Cockfield Primary School

Equality Act 2010

Cockfield Primary Schools' provision of the public sector equality duty

Date: September 2020

We in Cockfield 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 schools 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 characteristic 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 & 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.

Pupils:

Age	We have pupils aged from 3 to 11 years old in our school.
Disability	Our numbers are so small it would not be appropriate to publish this information. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any pupil towards gender reassignment.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.

'Race' / ethnicity	100% pupil gave information Our numbers are so small it would not be appropriate to publish this information
EAL (English as an Additional Language)	0% EAL The languages spoken within our pupil profile are: English
Religion and Belief / no belief	100% pupil gave information Our pupil profile comprises: Christian, Church of England, Roman Catholic, Methodist, No religion.
SEND	20% pupils identified with a Special Educational Need.
Sex – male/female	55% female 44% male
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	32% pupils eligible for Pupil Premium

We will update our equality information at least annually and publish on the school website.

Equality Objectives 2017 – 2020

Our equality objectives are:

Publish and promote the Equality action Plan through the school website, newsletters and staff meetings
Monitor and analyse pupil progress and attainment by race, gender and disability and act on trends or patterns in the data that require additional support for pupils
Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability
Promote spiritual, moral, social and cultural development through assemblies with reference to equality and diversity
Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity
Ensure all pupils are given the opportunity to make apposite contribution to the life of the school e.g. through involvement in the Pupil Task Force, Head boy, Head Girl, play leaders, representing the school at events, assemblies, fundraising etc.
Ensure extended school activities such as after-school club, breakfast club take into account pupil needs and access issues and pupils attending reflect the diversity of the school population in terms of race, gender, disability and socio-economic status
Identify, respond and report racist incidents as outlined in the Single Equality Policy. Report the figures to the Governing Body on a termly basis
Ensure all staff receive homophobic bullying training. Include as part of induction programme for all new staff appointed. Identify, respond and report homophobic incidents (language and bullying) as outlined in the Single Equality Policy. Report the figures to the Governing Body on a termly basis

Ensure the curriculum promotes different types of families; prevent homophobic language and bullying role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.
Ensure all staff and governors are aware of extremism and radicalisation and how it can affect pupils. Publish extremism and radicalisation policy and promote through the school website, newsletter and staff meetings. Include information in staff induction.
Protect pupils from extremism views, including religious extremism views by helping pupils to have a balanced view as well as giving them coping strategies in dealing with what may be external pressures (see policy) – assemblies, PHSCE lessons
To ensure where possible that the Governing Body and the staff represent the diversity of the school
Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Chinese New Year, Christmas
Promote shared values and awareness of human rights and how to apply and defend them through teaching the pupils about Children's Rights and Responsibilities

We will update our equality objectives every four years and publish them on our school website.

We will review progress on these objectives annually and this paperwork will be held within school.

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

Headteacher: *K Heatherington*