

EQUALITIES INFORMATION

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The Public Sector Equality Duty 2011 has three aims under the general duty for schools/academies and settings :

- 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- 2. Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- 3. Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Staverton CEVA Primary School has considered how well we currently achieve these aims with regard to the eight protected equality groups: race, disability, sex, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation.

In compiling this equality information we have:

- Identified evidence already in the school of equality within policies and practice and identified gaps.
- Examined how our school engages with the protected groups, identifying where practice could be improved.
- Analysed our effectiveness in terms of equality.

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Protected Characteristics	Equality Aims of the general duty		
	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Race	Racist incident reporting in place	All children irrespective of race have the opportunity to access all activities.	Work with school in Nepal. Teacher exchange saw Kerry Emery visiting and teaching in a school and Headteacher from Nepalese school visiting and teaching at our school. Sharing of ideas regarding religion and race. Planned visits to different places of worship on Curriculum rolling programme.
Disability	SEN achievement data External agencies: Teacher of the Deaf; Autism Team	Accessibility plan; transport/ parking arrangements; training for teachers/ teaching assistants to support teaching hearing impaired child	

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Sex	Tracking data – Girl v Boy Bullying log We employ staff of both genders	Curriculum designed to interest and engage all genders (Boys and writing) Girls maths group set up in KS1	
Gender Reassignment	N/A	N/A	N/A
Pregnancy and Maternity	Not applicable for primary age pupils. We support expectant mothers and fathers on the staff.	Changes of duty as appropriate and support during maternity/paternity leave and phased/ supported return.	
Age	Children are taught in age specific groups whilst being mindful of individual learning needs. Staff ages range – 23 – 57 years	Recruitment procedure	
Religion and Belief	Church of England school. Curriculum teaches children about all main religions	All children are given opportunity to participate in extra curricular activities regardless of religion.	Headteacher from Nepalese school visiting and teaching at our school was a Buddhist. Sharing of ideas regarding religion. Planned visits to different places of worship on Curriculum rolling programme.
Sexual Orientation	Incident log for bullying regarding sexual orientation is in place		Curriculum for PSHE includes teaching about different types of relationships.

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Protected Characteristics	Engagement Aims of the general duty		
	How have we engaged with the protected groups in order to eliminate unlawful discrimination, harassment and victimisation?	How have we engaged with the protected groups in order to advance equality of opportunity?	How do we foster good relations between people who share a protected characteristic and those who do not?
Race	All stakeholders including children aware of anti-bullying policy and charter.	Black History month on curriculum in KS2. Engagement with other countries/ cultures through International Schools Link	
Disability	Children make good progress regardless of SEN. Good access on site. Two disabled toilets on site; parking for disabled parent is permitted in car park	Accessibility plan; transport/ parking arrangements as required by parents, pupils and staff	
Sex	NA at primary Equal opportunities are promoted amongst staff members of both sexes.		
Gender Reassignment	N/A	N/A	N/A

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Pregnancy and Maternity	Provision in place for supporting staff members.	Support during pregnancy and during maternity. Support on returning to school with flexibility in working hours	
Age	Staff of a wide range in school. Volunteers in school range in age. Governing Body range in age.		
Religion and Belief	Curriculum is current and is linked to faith wherever possible. Children need greater access to other religions in a real context.		
Sexual Orientation	NA		Curriculum for PSHE includes teaching about different types of relationships.

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EQUALITIES OBJECTIVES AND ACTION PLAN

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Objective	Which protected group(s) will this most affect/influence	How will we know we have achieved the objective?	Lead and other key players	Actions	Timescale	Annual Rating
To ensure that all races are promoted positively and with greater regularity at the school.	Pupils of the school who are all of White British origin. Parents, carers, friends, neighbours of the school. All races in the wider community.	Everyone involved or who comes into contact with the school states that they do not feel discriminated against in any way. Children are	Headteacher All Staff Governing Body	Action plan to introduce more visitors of different races and cultures into school for a variety of purposes	By September 2012 All staff – led by HT	Amber
To work towards diminishing any gender difference in achievement and attainment	All pupils in both Maths and English	Data trends show no consistent gender differences (particularly Girls' maths attainment in KS1)	Subject Leaders All Staff	Pupil progress meetings indicate children to target. Subject Leaders to resource/ lead training as necessary.	By May 2013	Green
To ensure that children have a secure understanding of the differences and similarities between different cultures and religions	Pupils of different Faiths/ sections of a faith	All children feel like they belong. Pupil questionnaire indicate children are safe and secure.	Headteacher All Staff School Council Church (Rev. Liz)	Review of Assemblies – timetable and book in visitors of different faiths to lead assemblies.	By December 2012	Amber

