



# South Hetton Primary School

## Equality Information and Equality Objectives



Date Reviewed	May 2024
Next Review Date	May 2025

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 school's provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Age
- 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 & 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**

Age	Figures change – we comply with our equality duty.
Disability	3% of staff identify themselves as having a disability. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any staff member towards gender reassignment.
Marriage & civil partnerships	Figures change – we comply with our equality duty.
Pregnancy and maternity	Figures change – we comply with our equality duty.
'Race' / ethnicity	100% staff gave information Our staff profile comprises: White British
Religion and Belief / no belief	Our staff profile comprises: Protestant Catholic Atheist
Sex – male/female	93% female 7% male
Sexual orientation	We support all staff members regardless of sexual orientation

**Pupils:**

Age	We have pupils aged from 3 to 11 years old in our school.
Disability	We ensure reasonable adjustments are made where appropriate.
'Race' / ethnicity	100% of pupils gave information Our pupil profile comprises: White British (90%) Other White Black Nigerian Other Mixed Background Indian White European Gypsy Roma White and Black African
EAL (English as an Additional Language)	4% EAL The languages spoken within our pupil profile are: English Romanian Moldavian

	Igbo Italian Greek Polish
Religion and Belief / no belief	Our pupil profile comprises: Christian Romanian Orthodox Muslim Sikh Church of England Protestant Roman Catholic
SEND	44 pupils identified with a Special Educational Need.
Sex – male/female	51% female 49% male
Pupil Premium	41% pupils eligible for Pupil Premium

**We will update our equality information at least annually**

### **Roles and Responsibilities**

All who are associated with South Hetton Primary School have a responsibility for promoting equality and inclusion, and avoiding unfair discrimination.

#### **Our Governors are responsible for:**

- Making sure the school complies with all current equality legislation.
- Making sure this policy and its procedures are followed.
- Making sure that the school has up-to-date equality schemes and action plans.

#### **Our Headteacher is responsible for:**

- Making sure the policy is readily available and that the governors, staff, pupils and their parents know about it.
- Making sure its procedures are followed.
- Producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary.
- Making sure all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of harassment and discrimination.

#### **Our staff are responsible for:**

- Proactively following this policy and any associated guidelines.
- Providing role models for pupils through their own actions.
- Dealing with racist, sexist and homophobic incidents, and recognising and tackling other forms of bias and stereotyping.

- Promoting equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances.
- Keeping up to date with the law on discrimination and taking training and learning opportunities offered to them.

#### Our pupils are responsible for:

- Treating others kindly and fairly without prejudice, discrimination or harassment
- Attending and engaging in their own learning as well as helping other pupils to learn
- Telling staff about any prejudiced related incidents that occur.

#### Our parents are responsible for:

- Supporting our school in its implementation of this policy
- Following the school policy through their own behaviour
- Ensuring their children attend and engage in the learning
- Telling staff about any prejudice related incidents that occur.

#### Visitors and contractors are responsible for:

- Knowing and following our equality policy.

Responsibility for overseeing equality practices in the school lies with a named member of staff and a named governor.

Responsibilities include:

- Coordinating and monitoring work on equality issues.
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents).
- Monitoring the progress and attainment of vulnerable groups of pupils (eg Black and minority ethnic pupils, including Gypsies and Travellers).
- Monitoring exclusion.

At South Hetton Primary School, we are committed to equality. We aim for every pupil to fulfil their potential no matter what their needs. Our School is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- To improve staffs' subject knowledge of different religions, faiths and cultures, that are prevalent within the local community and further afield to strengthen the teaching of fundamental British Values.

- To ensure that there is equality in who/what is studied in our curriculum; with stereotypes actively challenge through positive representation.
- To ensure that there is equality of opportunity for representation in additional curriculum events and opportunities.

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.'*