



Berkswell C of E School

## Equality Information and Objectives Statement 2019/2020

### **Equality Act**

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We also welcome our duties under the Education and Inspections Act 2006 to promote community cohesion.

In addition to this short statement, we also have a full school policy statement on equality. Please ask for a copy if you would like to see it.

- The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

### **Information about the pupil population**

Number of pupils on roll at the school: 225 (as at June 2019)

### **Information on pupils by protected characteristics**

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. The protected characteristics are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy or maternity and gender reassignment.

### **Disability**

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

Number of pupils with disabilities: 0

Special Educational Needs		
	Number of pupils	% of school population
Number of pupils with SEN	16	7%
SEN Support	14	6%
EHCP/Statement	2	0.8%

Ethnicity	Number of Pupils	%of school population
Indian	8	3.5
Any other Asian background	3	1.3
Any other mixed background	7	3.1
White Asian	9	4
Black African	4	1.7
White and Black Caribbean	6	2.6
Any other ethnic group	1	2.1
White British	183	81.3%
Any other white background	3	1.3

<b>Female</b>	101	<b>Male</b>	124	<b>Total</b>	225
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## Meeting the requirements

### Eliminate discrimination/harassment

We have a school behaviour policy that treats all children fairly and takes into account specific needs. We deal promptly and effectively with all incidents of bullying and harassment and keep records of actions. We have a SEND policy that outlines school provision. All policies relating to the recruitment and employment of staff are in line with Local Authority guidance. The school's Values statement emphasises the importance of tolerance and respect.

### Advance Equality

Data from our IDSR demonstrates that most groups of pupils make progress that is broadly in line with the national value at Berkswell. Our SEN leads and Child Family Mentor work to meet the needs of any vulnerable pupils. Staff training supports specific issues e.g. effective teaching for ASD pupils. All pupils have the opportunity to put across their point of view through the School Council. Our Accessibility Plan supports our aim to be an inclusive school.

### **Foster good relations**

Our RE curriculum includes the study of key religious groups within the UK. We link with groups, organisations and projects in the local community. The school promotes the spiritual, moral, social and cultural development of all pupils through all aspects of the curriculum and school life.

### **Our Equality Objectives**

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

### **Our Equality Objectives for 2017/18 are:**

- Investigate and reduce the gap in reading between boys and girls in KS1.
- Work to ensure that barriers to learning are reduced for all SEN children, whether it be educational, behavioural or emotional.