



## **Single Equality Policy**

To be read in conjunction with:

Anti-bullying Policy

Safeguarding and Child Protection Policy

Equalities Policy

Complaints Policy

## SINGLE EQUALITIES POLICY

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 publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them. We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We welcome the emphasis in the OfSTED inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:

- pupils from certain cultural and ethnic backgrounds
- pupils who belong to low income households and pupils known to be eligible for free school meals
- pupils who are disabled
- pupils who have special educational needs
- boys in certain subjects, and girls in certain other subjects.

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: 89

Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

#### Gender

Male 39

Female 50

## 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.' We do not currently have any pupils with this characteristic.

## Pupil Special Educational Needs (SEN) Provision

	Number of pupils	Percentage of School
No Special Education Need	79	89%
School Action / EY Action	8	9%
School Action Plus	1	%
Statement	1	1%

## Ethnicity & Race

As these numbers are typically very low, the school feels it would be inappropriate to publish this information.

## Pupils eligible for pupil premium funding

Boys 1      Girls 3      Total 4      Percentage 4%

Under the Equality Act 2010, we are also required to have due regard to the need to advance equality of opportunity and foster good relations. This includes steps we are taking to tackle disadvantages and meet the needs of particular individuals and groups of pupils.

## Disability

We are committed to working for the equality of people with and without disabilities.

The school building is mostly accessible to those with disabilities and each time that works are undertaken the governing body ensures that work undertaken is fully compliant with the current DDA legislation requirements.

## How we foster good relations and promote community cohesion:

The school is good at promoting the spiritual, moral, social and culture development of all pupils, as was recognised by both OfSTED and Diocesan inspections in 2011. We ensure that the curriculum has positive images of people from a range of ethnic backgrounds.

## **Gender**

We are committed to working for the equality of women and men.

Analysis of three year assessment trends between 2010 and 2013, indicate that whilst there are variances in the performance of boys and girls from year to year this is generally due to fluctuating and often very small cohort numbers. Generally girls and boys perform at least as well, and frequently better than, national comparatives.

## **Consultation and engagement**

We aim to engage and consult with pupils, staff, parents and carers, and the local community so we can develop our awareness and information, learn about the impact of our policies, set equality objectives and improve what we do.

Our main activities for consulting and engaging are:

Teachers and seniors leaders in the school are easily accessible to all pupils and parents.

High quality information is communicated through regular newsletters and the school website

Important information is shared with parents and the wider community as soon as possible

Inspection reports are shared in full and further feedback is requested at every opportunity

Regular surveys of pupils, parents and staff are undertaken with statistical data published to the community and responses communicated.

## **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.

We will regularly review the progress we are making to meet our equality objectives.

- To maintain the attainment of pupils with special educational needs (SEN) to be at or above the national average.
- To effectively monitor and address all incidents of bullying including prejudice related to any characteristics.
- To work effectively to monitor and improve the attendance of all pupils and remove barriers to access