



Equality Information and Equality Objectives for School

Equality Act 2010 Cestria's provision of the public sector equality duty

Date: OCT 2019

We in Cestria 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 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	Staff give information as part of application process or as it occurs 5% of staff recorded 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	Staff give information as part of application process Our staff profile comprises: White British & Dual Heritage
Religion and Belief / no belief	Staff give information as part of application process Our staff profile comprises:

	Christian, Church of England, Roman Catholic, Methodist, Agnostic
Sex – male/female	90% female 10% male
Sexual orientation	We support all staff members regardless of sexual orientation

Pupils:

Age	We have pupils aged from 4 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 pupil profile comprises: White British, Dual Heritage, White-European, Asian and White-Irish etc .
EAL (English as an Additional Language)	6% EAL The languages spoken within our pupil profile are: English, Spanish, Polish, Romanian, Chinese, Urdu, Panjabi, Turkish, Albanian
Religion and Belief / no belief	100% pupil gave information List percentages for each religious group if numbers are large enough. Otherwise use a list of your religions without numbers: Our pupil profile comprises: Christian, Church of England, Roman Catholic, Jewish, Methodist, Agnostic, Jehovah’s Witness.
SEND	14% pupils identified with a Special Educational Need.
Sex – male/female	52% female 48% male
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	17% pupils eligible for Pupil Premium

We will update our equality information at least annually

Equality Objectives

Our equality objectives are:

1. To provide access to physical interventions (appointed HLTA specialist) for children identified as requiring additional support
2. To further improve CPD for all staff by providing specialist support to help them meet the individual needs of children in their care
3. To continue to improve attendance rates (persistent absence rates) of our pupil premium children
4. To improve access to after school clubs by increasing provision at no cost to any family

We will update our equality objectives every four years and will publish progress on them annually (we make sure there is an annual review)

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: **Lorraine Gowland**

Chair of Governors: **Rachel Taylor**

Date: **2.10.19**