

Colton Primary School

Equality Objectives



Equality Information and Objectives - Information for school website Public Sector Equality Duty (June 2023)

Public Sector Equality Duty

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.

Colton Primary is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value and have a voice
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging
4. We observe good equalities practice in staff recruitment, retention and development
5. We aim to reduce and remove inequalities and barriers that already exist
6. We have the highest expectations of all our children

Equality Information

Number of pupils on roll at the school: 238

Age of pupils: 3 to 11 (with 2 year olds in the Early Education setting linked to Children's Centre and provision for groups (babies, pregnant mothers, extended families) within this setting as well)

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person is likely to have several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

Information on other groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

Pupils eligible for Free School Meals (FSM) and those in receipt of the Pupil Premium Grant (PPG)

Pupils with Special Educational Needs and Disability (SEND)

Disadvantaged learners

Pupils with English as an Additional Language (EAL)

Young carers

Children who are looked after

Other vulnerable groups

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Meadowfield Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act. All colleagues complete the National College on line training on Equality and diversity annually. We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

Adoption of the Single Equality Policy Statement

Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying. Reporting, responding to and monitoring all hate incidents which are subdivided to allow for more precise tracking.

Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping.

Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success.

The curriculum celebrates diversity and champions equality in all subjects, we are working to further embed this within all curriculum areas, culture and ethos of the school.

At Colton Primary School we have begun Stage One of the RKA Red Award – auditing equality and diversity across school and creating actions.

Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
Ensuring that all pupils have the opportunity to access extra-curricular provision and experience an enhanced curriculum offer (trips, residential etc)
Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

Using the information we gather to identify underachieving groups or individuals and plan targeted intervention

Ensuring participation of parents/carers and pupils in school development

Listening to parents/carers

Listening to pupils at all times

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

Ensuring that Colton Primary School is seen as a community learning centre within our local community

Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Ensure that restorative practice is used to build relationships and support the resolution of all issues

Equality Objectives

At Colton Primary School and Children's Centre, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Objective 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To review the curriculum for unconscious bias and find opportunities to celebrate the cultures and beliefs of our school community.

Objective 3: To audit curriculum resources and provision to ensure they reflect our school community, and all children feel represented.

Objective 4: To provide nurture sessions for targeted pupils to ensure access to learning and promote attendance.