

CRADLEY C OF E VA PRIMARY SCHOOL

Equality Statement

Vision Statement: Enriching Lives

Policy written by: Mrs B Gleaves & Mrs E Davis

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| <u>Dates</u> | | | | | | | | | |
| Written | Oct 2012 | | | | | | | | |
| Reviewed | | | | | | | | | |
| Amended | | Feb 13 | | Feb 14 | | Feb 15 | | Feb 16 | |
| Next Review | Oct 2013 | | Feb 14 | | Feb 15 | | Feb 16 | | Feb 17 |

Cradley C of E Primary School Equality Policy Statement

“For God shows no partiality” Romans 2:11

School Composition (2014-2015)

Male 49.5% Female 50.5%

Ethnicity:

White English 95.8%

White and Black Caribbean 0%

White – Asian background 0%

Other white background 3.1%

White – Indian 0%

Other mixed background 1%

Current Numbers on role 109

% eligible for FSM is below national averages

% of pupils from ethnic minority backgrounds is well below national averages

% of pupils for whom English is an Additional Language is well below national averages

% of pupils with SEN support is below national averages

% of pupils with a statement of need or EHC plan is below the national average.

The school deprivation Indicator at 0.10 is well below the national average, placing the school between the 20th and 40th percentile rank

% school pupil mobility is above national averages

(data is taken from SIMS and Raiseonline 2015)

We at Cradley School welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender and belief, and sexual identity. We also welcome and embrace our duty to promote community cohesion. We recognise the duties imposed on us by the Human Rights Act 1998, the UN Conventions on the Rights of the Child and the Rights of People with Disabilities.

In recognising and accepting our duties we are guided by the following principles;

1. All Learners (including children, staff, parents and carers) are of equal value, regardless of gender, disability, race, culture, national origin, religion or cultural background or sexual identity.
2. All differences are respected and taken into account. Treating people equally may not always mean treating people exactly the same and adjustments may be required and will always be considered.
3. We will continue to foster positive attitudes and relationships between all persons within the school. Our policies and procedures will promote mutual respect and an absence of harassment, bullying, racism, homophobia or xenophobia.
4. We will continue to observe good equality practice in staff recruitment, retention and development.
5. We will strive to ensure that all staff and children affected by a policy or activity are engaged in the design of new or review of existing policies so as to maximise positive impacts by reducing or removing inequalities that may already exist.
6. We aim to create even greater community cohesion by ensuring that our policies should benefit society as a whole.
7. We will maintain and publish quantitative and qualitative information showing our compliance with our public sector equality duty set out in clause 149 of the Equality Act 2010/
8. We will publish specific and measurable objectives, based on the information we have collated and the engagement set out in our previous principles. We will keep these objectives under review and report our progress towards achievement.
 - Improve access to the back field. The possibility of building steps down the middle (between the current steps) should be considered and the possibility of creating a ramp should also be looked into.
 - Improve the environment of the Meet and Greet area
 - Resources for multi-lingual children should be sourced and made available.
 - Take steps to ensure that the make up of the governing body fully represents the social cross section of the school's local community and catchment area.

We will ensure that the school curriculum is kept under review so that teaching and learning reflect the school statement of equality. We will continue to

record prejudice related incidents and provide a report to the local authority about the numbers, types and seriousness of prejudice-related incidents and how they are dealt with. The Governing body of Cradley School will be responsible for ensuring the school complies with all equality legislation, supported by the Head teacher who will implement the policies.

All staff, Governors and, as appropriate, all pupils and their parents and carers will be made aware of the school statement of Equality. All staff will be expected to;

- Promote an inclusive and collaborative ethos in their classroom
- Deal with prejudice-related incidents that may occur
- Plan and deliver lessons that reflect the school equality principles
- Support pupils for whom English is a second language
- Keep up to date with equalities legislation relevant to their work.

We will ensure that all staff receive appropriate training and opportunities for professional development.

Date approved by the Governing Body: 08.02.16