



Public Sector Equality Duty Statement of Intent

Equality Statement

This statement provides information about how The Grove Primary School as a member of the Kite Academy Trust ensures it meets its Specific Equalities Duties. The Public Sector Equality Duty requires our academies to publish information about Equalities.

- Age
- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

This policy applies to both pupils and adults and its principles and values apply equally to everyone.

General Duties

The three aims of the Public Sector Equality Duty are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

1. publish information to demonstrate how the academy is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
2. prepare and publish equality objectives.

The Grove Primary School 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
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: 410

Age of pupils: 4 to 11

Information by protected characteristics

The Equality Act 2010 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.

Pupils:

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

- Pupils from non- white British backgrounds currently comprise 41% of the school population compared to 33.1% nationally.

| Ethnicity of pupils at The Grove Primary School (September 2018) | | | |
|---|-----|---|----|
| Indian | 8% | White & Black Caribbean | 1% |
| Pakistani | 7% | Other mixed | * |
| Other Asian | 4% | Arab other | * |
| White & Asian | 2% | Gypsy Roma | * |
| Black African | 2% | Irish Traveller | * |
| White European | 2% | Turkish | * |
| Other Asian | 1% | Black African & White | * |
| Asian & Other | 1% | Chinese | * |
| White Eastern European | 1% | Filipino | * |
| Egyptian | 1% | Other Black | * |
| White British | 56% | * Groups comprising less than 1% of school population | |

- The percentage of pupils who speak English as an additional language is 21.5% compared to 21.2% nationally.
- 14.4% pupils have SEND. Of these, 25 pupils have EHCPs and 36 children have SEND support (8.5% of the school community).
- 49% of our pupils are girls in line with 49% nationally.
- 0 pupils have been permanently excluded in the last year.
- There were 5 recorded incidents during the last year involving homophobic language or racism. Two of the victims had a protected characteristic as follows; 1 white European; 1 black African; 3 white British.

(Last updated September 2018)

(National figures taken from 'Schools, pupils and their characteristics', January 2018)

Information on other groups of pupils

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

- The percentage of pupils on roll who have been eligible for free school meals at any point in the past six years is 17%
- Young carers
- Looked after children

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.

Staff:

95% of the workforce of 58 is female and of these 88% fall in the 21-59 age group.

9% of the staff have non- white British ethnicity, of which the largest group is Asian.

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 The Grove Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

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 Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- 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
- 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
- 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 The Grove Primary School is known within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives

At The Grove Primary School, 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 raise levels of attainment in core subjects for vulnerable learners.

Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Objective 4: Ensure that planning and resourcing of our reviewed curriculum reflects the diversity of our community and its families