



Equality Information and Equality Objectives for Wingate Primary School

Equality Act 2010 Wingate Primary Schools provision of the public sector equality duty

Date: May 2022

We in Wingate Primary School are committed to equality. We aim for every pupil to fulfil their potential no matter what their 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 and school trips and residential visits.

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 school's provision are:

- Disability
- Gender Reassignment (Gender Identity)
- Pregnancy and Maternity
- Race (Ethnicity)
- 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 school's 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 characteristic 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 (Last updated May 2022):

This Equality Information is a summary pupil and staff profile of the school. The information for pupils is collected via data collection sheets completed by parents/carers. The information for staff is collected via application forms.

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 Equality Profile: We have under 150 staff and therefore are not required to complete a Staff Equality Profile.

Pupil Equality Profile:

Age	We have pupils aged from 4 to 11 years old in our school.
Disability - A person is disabled under the Equality Act 2010 definition if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	1.7% of pupils are recorded as having a disability. We ensure reasonable adjustments are made where appropriate.
EAL (English as an Additional Language)	0.28% EAL

Gender Reassignment (Gender Identity)	We are an inclusive school community and support any pupil exploring their gender identity.
Pregnancy and Maternity	We comply with our equality duty and have planned to deliver education on site if required or offer a place at the Young Parent Group coordinated within the SEND & Inclusion Service.
Pupil Premium <i>(Although this isn't a protected characteristic under the Equality Act, our school feel it is an important aspect of our school profile)</i>	41% pupils eligible for Pupil Premium
Race (Ethnicity)	Our pupil profile comprises: White British, Any other Asian background, Any other mixed background,
Religion and Belief	63% pupils gave information Otherwise state your religions without numbers as below: Our pupil profile comprises: Christian, Church of England, Roman Catholic, Sikh, Hindu.
SEND	26% pupils identified by school with a Special Educational Need (91/352) 25% SEND Support Plan (88/352 SPs) 0.85% Education Health and Care Plan (EHCP) (3/352) 4 additional children are awaiting final assessment for an EHCP; 3 of these already have top up funding.
Sex (Gender)	100% pupils gave information 47% female 53% male
Sexual Orientation	Our school community is inclusive of all pupils regardless of their sexual orientation.

We will update our equality information at least annually and publish on the school website. This information is used to help inform our equality objectives.

Equality Objectives 2022 – 2023

Our equality objectives are:

1. to enable everyone in our school to engage in every activity that is offered
2. to promote awareness of the rights of children at all times
3. to engage with all stakeholders and help them to have their voice heard in school
4. to enable our school community to accept that our children, their families and our community is diverse
5. to celebrate diversity and provide a curriculum to support engagement with all of our community

We will update our equality objectives every four years and publish them on our school website.

We will review progress on these objectives annually and this paperwork will be held within school as part of our School Improvement Plan.

Headteacher:

Maie Louise Butts

Chair of Governors:

Date:

May 2022