



# EQUALITY POLICY AND PLAN

## 2018 - 2022

NORTHBOURNE.SP.012

Approval date: 24<sup>th</sup> September 2020

Review date: September 2021

Northbourne CE Primary School

Cockcroft Road,  
Didcot  
OX11 8LJ

# Equality Policy and Plan

## 1. Equality Policy Statement

As a school we acknowledge and welcome our duties under the Equality Act 2010. These general duties are to:

- Eliminate discrimination
- Advance equality of opportunities
- Foster good relations between all groups of pupils and parents within the school, and between the school and the wider community

We understand the principles of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

The Equality Act designates the following protected characteristics:

- Age (for employees)
- Disability
- Race
- Sex, including issues of transgender and gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

In order to meet our general duties as listed above, the law requires us to carry out specific actions. These are:

- To publish equality information to demonstrate compliance with the duties outlined (we will not publish information that can identify any individual children)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focuses for equality objectives. The data will relate to the following aspects of the school's work:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice-related incidents

Our objectives will detail how we secure equality of opportunity in each of these aspects. Our objectives will not be limited to these functions however; where other functions are found to raise issues of equality, these will be included as additional objectives.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. We also acknowledge and welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships and a shared sense of belonging
- Observe good equalities practice, including those related to staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers

- Consult and involve widely

The school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice may attain and achieve less well in the education system. We provide our staff and pupils with an awareness of the impact of prejudice in order to prevent any such incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material.

## 2. Responsibilities

Group	Responsibility
<b>Governing Body</b>	<ul style="list-style-type: none"> <li>• Involve and engage the school community in identifying and addressing equality barriers and the setting of objectives to address these;</li> <li>• Monitor progress towards achieving equality objectives;</li> <li>• Publish objectives and equalities data.</li> </ul>
<b>Headteacher</b>	<ul style="list-style-type: none"> <li>• Promote key messages to staff, parents and pupils about equality, what is expected of them and what can be expected from school in return with regards to equalities;</li> <li>• Ensure the school community receives adequate training to ensure equality is promoted;</li> <li>• Ensure all staff are aware of their responsibility to record and report prejudice-related incidents.</li> </ul>
<b>Senior Leadership Team</b>	<ul style="list-style-type: none"> <li>• Support headteacher in meeting duties listed above;</li> <li>• Ensure fair treatment and access to services and opportunities;</li> <li>• Ensure that all staff are aware of their responsibility to record and report prejudice-related incidents.</li> </ul>
<b>Teaching staff</b>	<ul style="list-style-type: none"> <li>• Contribute to securing the very best outcomes for all pupils;</li> <li>• Understand and uphold the commitment to pupils and parents / carers that they will be treated fairly without prejudice;</li> <li>• Contribute to the design and delivery of an inclusive curriculum;</li> <li>• Understand the responsibility to record and report all prejudice-related incidents.</li> </ul>
<b>Non-teaching staff</b>	<ul style="list-style-type: none"> <li>• Uphold the commitment made by the headteacher as to how pupils and parents / carers can expect to be treated;</li> <li>• Support colleagues within the school community;</li> <li>• Understand the responsibility to record and report all prejudice-related incidents.</li> </ul>
<b>Parents</b>	<ul style="list-style-type: none"> <li>• Take an active part in identifying barriers for the school community and in informing the Governing Body of possible actions that can be taken to remove these;</li> <li>• Take an active role in supporting and challenging the school to achieve its commitment to tackling inequality and securing equality of opportunity for all.</li> </ul>
<b>Pupils</b>	<ul style="list-style-type: none"> <li>• Support the school to achieve the commitment made to tackling equality;</li> <li>• Uphold the commitment made by the headteacher to pupils, parents / carers, staff and the wider community can be expected to be treated.</li> </ul>
<b>Local community members</b>	<ul style="list-style-type: none"> <li>• Take an active part in identifying barriers for the school community and in informing the Governing Body of possible actions that can be taken to remove these;</li> <li>• Take an active role in supporting and challenging the school to achieve its commitment to tackling inequality and securing equality of opportunity for all.</li> </ul>

- We will ensure the whole school community is aware of the Single Equality Policy and our published equality information and objectives by publishing them on our school website ([www.northbourne-school.org.uk](http://www.northbourne-school.org.uk));

- This policy and our objectives also applies to our Morning Fun Club;
- Objectives will be reviewed every three years in relation to changes in our school profile. Objectives also form part of the overall School Development Plan and therefore will be reviewed as part of this.

### 3. School equalities information (correct as of July 2018)

Northbourne CE Primary School have used the following data to assist in the identification of some of the barriers to pupils accessing education provision.

#### 3i. Understanding our school community – pupils

<b>343 pupils on roll</b>	<b>163 girls</b>	<b>180 boys</b>
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Ethnic background:

White British	302	White and Black Caribbean	1	Indian	1	Any other black background	0
Irish	0	White and Asian	4	Pakistani	3	Refugee	0
Any other White background	19	White and Black African	4	Bangladeshi	0	Asylum seeker	0
Traveller of Irish Heritage	0	Any other mixed background	2	Any other Asian background	1	Any other ethnic group	0
Gypsy / Roma	0	Chinese	0	Black Caribbean	0	Information refused	3
White European	0	Any other Chinese background	0	Black African	3		

*Comparisons to 2011 census data from Didcot Park ward for the sizeable groups outlined above:*

- 92% White British compared to school total of 88%;
- 3% Other White background compared to school total of 6%

Religion and belief:

Christian	236	Sikh	1	Hindu	0	No religion	72
Buddhist	0	Jewish	0	Other religion	1	Information refused	13
Muslim	6	Not specified	14				

*Comparisons to 2011 census data from Didcot Park ward for the sizeable groups outlined above:*

- 64% Christian compared to school total of 69%;
- 28% no religion compared to school total of 21%

Special Educational Needs (SEN):

No identified Special Educational Need	75%	293
SEN Support	13%	43

Education, Health and Care Plan	2%	7
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3ii. Equalities objectives - pupils

Using the information gathered, the following strands have been analysed to identify any obvious gaps or potential issues for pupils in relation to the protected characteristics:

- a. Admissions
- b. Attainment
- c. Attendance
- d. Engagement in school activities
- e. Exclusions
- f. Prejudice-related incidents
- g. Rewards and sanctions
- h. Representation on school bodies

Some of this analysis revealed no issues: for example, analysis of the use of sanctions (such as yellow cards, given for poor behaviour at lunchtimes) shows that no groups are overly represented; few prejudice-related incidents are reported and recorded; no families applying for school places have been turned away on the basis of any criteria other than those included in the Admissions Policy. As such, the objectives generated do not cover all areas and concentrate only on those where differences have been identified.

b. Attainment

**Equality objective 1: Ensure attainment across all subject areas does not differ significantly between genders**

**Why?** Ongoing self-evaluation shows a pattern of attainment developing where girls attain less well than boys in maths, and boys attain less well than girls in reading and writing by the end of Y6. This is similar to the pattern nationally, but means there are differences in attainment by gender.

**How?** Ensure School Development Plan continues to include appropriate strategies to address any differences in attainment by gender’  
 Evaluate strategies used to tackle this on an ongoing basis;  
 Ensure provision is tailored to meet the needs of both boys and girls;  
 Continue to seek and implement best practice locally and nationally.

**Outcome** Attainment and progress data shows no significant, ongoing differences between boys and girls.

d. Engagement in school activities

**Equality objective 2: To gain a fuller understanding of cultural or linguistic barriers to engagement in school activities**

**Why?** Given the composition of staff in school, we are mindful that we cannot understand what barriers people might face to engaging more fully with school.

**How?** Ensure information requested on induction captures any difficulties that families could potentially face during their time in school;  
 Ensure staff share information about ongoing barriers to engagement which families may face to allow solutions to be sought.

**Outcome** Any barriers are highlighted, shared and plans are made to address these.

b. Attainment; d. Engagement in school activities

**Equality objective 3: Investigate whether there are gender or social differences (Pupil Premium) related to aspiration and social / emotional / mental health**

<b>Why?</b>	Consultation with staff led to anecdotal reports that girls have lower aspirations than boys, while boys are often less able to express and deal with emotion and social issues. To ensure planned equality objectives are worthwhile, this needs to be investigated further to allow any issues to be evaluated.
<b>How?</b>	Staff to carry out work to provide more insight into any particular issues, and use this to inform planned objectives.
<b>Outcome</b>	An insight into particular issues will be developed and used to create action plans to address any systemic differences.

Our data did not identify any areas of concern in relation to religion and belief or to age. We will, however, continue to develop our existing work around these areas:

- As a faith school, we will continue to deliver a creative, motivating and well-planned RE curriculum. This includes whole-school worship linked to a range of world religions and visits to different places of worship as part of our curriculum activities;
- We will also continue to foster inter-generational links through events such as ‘bring a grandparent to school’ day and through our links with local care homes. These provide opportunities for both groups to spend time together, developing mutual tolerance and respect.

We will ensure these identified objectives are the most appropriate for our school community based on ongoing and detailed data analysis. These equality objectives will form part of our short- and medium-term School Development Plans and, as such, will be monitored on the same cycles as these plans.

3iii. Equalities Objectives – staff

We recognise our duties under the Equality Act in respect of the staff we employ. As such, we have set the following additional objective:

**Equality objective 4: Maintain a professional, well-skilled and motivated workforce**

<b>Why?</b>	To ensure all staff feel valued and able to realize their full potential;
<b>How?</b>	Ensure staff have opportunities to access a range of development opportunities, including internal and external CPD (see Staff Development Policy).
<b>Outcome</b>	A professional, well-skilled workforce that feels valued and treated equally when accessing training and development opportunities.



## 4. Interim review, August 2020

Objective	Actions	Impact
Ensure attainment across all subject areas does not differ significantly between genders	<ul style="list-style-type: none"> <li>• Leaders analyse assessment information to monitor differences between genders across subjects.</li> <li>• This analysis suggests that patterns of attainment and progress remain inconsistent across year groups and subjects, typically (but not exclusively) with girls out-performing boys.</li> <li>• As a result, staff continue to discuss and reflect on strategies to ensure boys attain as well as girls.</li> </ul>	<ul style="list-style-type: none"> <li>• Given the context of school closure during 2019-20, it is not possible to have a clear picture of the impact of lockdown on attainment of pupils and whether this varies by gender.</li> <li>• During 2020-21, staff will focus on ensuring that all pupils are supported to attain as well as possible against age-related expectations(ARE).</li> </ul>
To gain a fuller understanding of cultural or linguistic barriers to engagement in school activities	<ul style="list-style-type: none"> <li>• Induction of new families to school, including through home visits at entry to Nursery / Reception, allows relevant linguistic and cultural information to be obtained.</li> <li>• This is then shared between relevant staff to ensure any barriers to engagement which families may face are understood and can be planned for.</li> </ul>	<ul style="list-style-type: none"> <li>• Gaining a full picture of linguistic barriers for specific families on entry has allowed translated materials to be provided to parents as needed.</li> <li>• A slightly more diverse cohort has been admitted to YR in 2020-21, and it will remain important to consider how best to support parents in engaging fully with school.</li> </ul>
Investigate whether there are gender or social differences (Pupil Premium) related to aspiration and social / emotional / mental health	<ul style="list-style-type: none"> <li>• Analysis of characteristics children accessing ELSA support suggests that this is most often accessed by boys currently. This will be investigated during the next school year to identify possible reasons.</li> <li>• Anecdotal discussions with Y5/6 pupils suggest that many are aspirational about careers, with few gender differences. Any differences seem to be more socially based.</li> <li>• Continue to draw on expertise from agencies able to support with fostering aspiration and raising awareness of a full range of careers.</li> </ul>	<ul style="list-style-type: none"> <li>• Discussions with pupils about aspirations led to introduction of Enterprise Day, developing understanding of all pupils about business and industry.</li> <li>• Building on Enterprise Day, a Primary Futures careers event was planned and held in Jan 2020, helping all pupils reflect on their aspirations and goals.</li> </ul>
Maintain a professional, well-skilled and motivated workforce.	<ul style="list-style-type: none"> <li>• Ensure staff continue to have access to a wide range of CPD opportunities, including those led by school staff; those led by OCC and, since Jan 2018, ODST; and those</li> </ul>	<ul style="list-style-type: none"> <li>• Feedback from NQT at end of induction period (July 2020) suggest they feel well supported and able to access relevant support.</li> </ul>

	<p>led by external organisations such as subject associations.</p> <ul style="list-style-type: none"><li>• Ensure staff development remains a focus for investment by governors.</li><li>• School leaders continue to ensure that staff are able to access any training of interest or relevance, including that which leads to further qualifications.</li><li>• Re-write Staff Stress and Wellbeing Policy, aimed at ensuring staff feel valued and motivated.</li></ul>	<ul style="list-style-type: none"><li>• Three members continue to 'act up' during maternity leave of Deputy Headteacher, reflecting strength of current staff, impact of CPD, and effectiveness of succession planning.</li></ul>
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