



Equality Objectives – 2020-2023

'Be the best that we can be'

Whitkirk Primary School Equality Objectives 2020-2023

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.

At Whitkirk, we regard equality as a fundamental element which underpins all aspects of school life. Whitkirk 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 implement a comprehensive Equality Policy which is published on our school website and Red Kite Learning Trust's website.

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. We ensure that all members of the school community are recognised as being of equal value, regardless of disability, ethnicity, culture, nationality, gender, religion or age
2. We respect and value diversity and remove barriers of disability, ethnicity, religion or sexual orientation
3. We aim to reduce and remove barriers and inequalities that already exist.
4. We have the highest expectations of all our children
5. We provide appropriate training for all staff and governors to support the achievement of our Equality Objectives
6. We monitor all aspects of our school's policies and practices to ensure that they support the published aims and ethos and establish Whitkirk as a community founded on equality, tolerance and respect for all.

Single Equality Actions:

Equality Strand	Action
All	Publish and promote the Equality plan through the school website and staff meetings. All staff and governors are aware of this plan.
All	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.
	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.
Race Equality Duty	Identify, respond and report racist incidents. Report figures to the Governing Board on a termly basis.

Gender Equality Duty	Offer a range of sports and activities to meet the interest levels of a broad spectrum of children and encourage cross-gender participation.
Gender Equality Duty	Class texts are select that appeal to boys and girls along with home reading books.
Community cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities; for example, Diwali, Eid, Christmas

Equality Information

Number of pupils on roll at the school: 377

Age of pupils: 4 to 11

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 (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- 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 consider equality issues in everything that we do at Whitkirk 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 Policy Statement
- 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

Whitkirk Primary School, November 2020

Review date: July 2023