

Downs Infant School
Equalities Statement 2016-17



**This statement should be read in conjunction with our Equalities Policy and
our Accessibility Plan**

Downs Infant School Equalities Information

July 2016-July 2017

Downs Infant School is committed to equality and to eliminating discrimination so that all of our children and staff and visitors to the school achieve their best and are able to access all the opportunities provided by the school, as well as contribute to it. We welcome our responsibilities under the Equalities Act 2010 to:

- Foster good relations across all different groups
- Advance equality of opportunity to ensure achievement for every learner
- Eliminate discrimination

Our School Community

Our school benefits from its cultural and linguistic diversity. The table below provides information about the school community as at September 2016.

Children on roll	357
Boys	176
Girls	181
Ethnic diversity within the school	
Any other mixed background	14
Arab	2
Bangladeshi	3
Black African	2
Chinese	5
Indian	4
Pakistani	1
White British	268
White Eastern European	5
White and Asian	17
White and Black African	6
White and Black Caribbean	7
White Other	10
White Western European	7
Refused/Information not obtained	5
Languages spoken by children and/or their families	
Arabic	2
Bengali	3
Chinese	5
Czech	1
English	328
Greek	1
Hindi	1
Italian	1
Japanese	1
Lithuanian	2
Nepali	1
Pashto	1
Polish	2

Portuguese	3
Romanian	1
Spanish	1
Tamil	1
Urdu	2
Additional Needs	
Education, Health and Care Plan (EHCP)	3
Statement of Special Educational Needs	2
Dual Registered Pupils	1
SEN Support	35
Other	
Free School Meals	24
Pupil Premium	38
Pupil Premium Plus	8
Looked After Children (LAC)	0

Report on Equalities Objectives for 2016-17

Link to Public Sector Equality Duty	Target Group	Objective	Actions	Outcome/Impact
Advance equality of opportunity	Disadvantaged pupils	To narrow the gap between disadvantaged learners and the whole cohort.	Ensure achievement for every learner through lesson observations, learning walks, work scrutiny and the effective deployment of resources.	We successfully reduced the gap for pupils in writing at the end of key stage 1 from 28% to 18%. We were less successful in reducing the gap for reading and maths for this cohort.
Foster good relations across different groups	Minority groups	To celebrate the diversity of the school community.	Ensure the school environment and resources reflects, celebrates and welcomes our diverse school community.	A welcoming display in the entrance hall reflects the languages spoken in the school. Resources were purchased to add to classroom book corners. A diversity lead was appointed to develop this area of work.
Eliminate discrimination, harassment and victimisation.	Minority groups	Develop staff awareness and understanding of the Equality Act 2010.	Staff INSET.	All staff better understand their responsibilities within the Equality Act. They understand the protected characteristics and adjust their teaching in the light of this.

Equalities Objectives for 2017-18

Link to Public Sector Equality Duty	Target Group	Objective	Actions	Outcome/Impact
Advance equality of opportunity	Disadvantaged pupils	To narrow the gap between disadvantaged learners and the whole cohort.	Ensure achievement for every learner through deploying additional resources to support disadvantaged pupils, and further personalising learning for all pupils eligible for the Pupil Premium and Pupil Premium Plus.	
	Gender groups	To ensure that gender stereotypes are challenged.	Gender diversity day with visitors from different professions.	
Foster good relations across different groups	Minority groups	To celebrate the diversity of the school community.	Audit classroom resources to ensure that they reflect the diversity of our school across all protected characteristics and purchase books to address any gaps.	
			Include celebrations from different faiths in programme for assemblies, and include British Values on assembly timetables.	
Eliminate discrimination, harassment and victimisation.	Minority groups	Develop staff awareness and understanding of British Values.	Staff development on understanding British Values and how they can support the development of tolerance and mutual respect.	
	LBGT individuals and families	Ensure our Relationships and Sex Education (RSE) reflects LGTB experiences appropriately.	Training from the PSHE team for staff and workshop for parents.	