

Oak Lodge Primary School

Public Sector Equality Information

	Name	Date
Report written by	C Mackenzie	December 2012
Reviewed by	Senior Management Team	January 2017
Next Review: January 2018		

Equality Information – November 2016

Our school is committed to equality both as an employer and a service provider.

- In accordance with our mission statement and school values, we pledge to respect the equal human rights of all our pupils and to educate them about equality.
- We will also respect the equal rights of our staff and other members of the school community.
- In particular, we will comply with relevant legislation and implement school plans in relation to those people with a protected characteristic as specified by the Equality Act 2010.
- We welcome our duty under the Equality Act to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

Part 1: Information about the pupil population

Number of pupils on roll at the school: **618 (October 2016 census)**

Information on pupils by protected characteristics

The Equality Act 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.

Disability

The Equality Act defines disability as when a person has a ‘physical or mental impairment which has a substantial and long term adverse effect on that person’s ability to carry out normal day to day activities.’

Number of pupils with disabilities: 21

Pupils Special Educational Needs (SEN) Provision		
	Number of pupils	Percentage (%) of school population
No Special Educational Need	580	93.85%
SEN Provision – EHC	2	0.32%
SEN Provision – Statemented	3	0.49%
SEN Provision – General	33	5.34%

Ethnicity and race			
Asian or Asian British	Total	Mixed	Total
Bangladeshi heritage	6	Other mixed heritage	36
Indian heritage	11	White and Asian heritage	4
Other Asian heritage	13	White and Black African	11
Pakistani heritage	8	White and Black Caribbean	19
Black or Black British		White	
Black African heritage	24	White British heritage	405
Caribbean heritage	15	Any other white heritage	21
Other Black heritage	11		
Chinese	5		
Any other Ethnic Group	8	Information Withheld	18

Gender	
Male	334
Female	284

Religion and Belief			
Buddhist	3	Muslim	39
Christian	338	No religion	135
Hindu	16	Other religion	9
Jehovah's Witness	0	Sikh	1
Jewish	1	Information withheld	76

Information on other groups of pupils

Ofsted inspections look at how schools help 'all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support.'

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

Pupils with English as an additional language (EAL)		
Number of pupils whose first language is believed to be other than English	10	1.6%
Number of pupils whose first language is other than English	43	7%

Pupils from low-income backgrounds		
Number of pupils eligible for free school meals	31	5%

Looked After Children – As these numbers are typically very low, the school feels it would be inappropriate to publish this information.

Young carers – The school does not currently aware of any young carers.

Other vulnerable groups – The school provides information to the DfE on specific designated groups as and when requested.

Part 2: How we have due regard for equality

The information provided here aims to show that we give careful consideration to equality issues in everything that we do in school. Schools are required to have due regard to the need to **eliminate discrimination, harassment and victimisation** and other conduct that is prohibited by the Equality Act 2010.

We are committed to working for the equality of all our staff, children, parents and carers to meet our duties under the Equality Act 2010.

We eliminate unlawful discrimination by:

- Adoption of the Equality Scheme.
- Our Behaviour and Anti-bullying Policies ensure all children feel safe at school and address prejudicial bullying.
- Reporting, responding to and monitoring racist incidents.
- Regularly monitoring the curriculum to ensure these learning opportunities across the curriculum are in place to promote respect for diversity and challenge negative stereotyping.
- Teaching styles and expectations giving equal entitlement to success.
- Tracking children's progress to ensure that they are achieving in line with their capabilities.
- Ensuring all pupils have the opportunity to access extra-curricular provision, school council etc.
- Listening to and monitoring views and experience of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Staff Pay and Appraisal Policies.
- Access to Professional Development for all staff.

We advance the equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention.
- Ensuring participation of all parents and pupils in school development, e.g. through the parent forum and parent and pupil surveys.

- Listening to parents and carers at open evenings, home contact books and the parent forum.
- Listening to pupils in school council.
- Listening to staff during their Appraisal meetings.
- Accessibility Plan to identify areas for development to the site to enable greater access for those with disabilities.

We foster good relations and community cohesion by:

- Ensuring equality and diversity is embedded in the curriculum and in collective worship.
- Creating opportunities for links within the local community e.g. use of the school site for lettings, FSA, Christmas tea for the elderly, Compass Academy Trust events and activities with other local schools.

What has been the impact of our activities? What do we plan to do next?

- Appropriate learning opportunities experienced by the children.
- Collective worship provides opportunities to reflect on issues of equality.
- Learning resources are assessed and additional resources are acquired where necessary.
- All children have equality of opportunity and experiences.
- Teaching and learning ensures inclusive practices providing equal opportunities for all groups of children.
- Children with a disability of identified need receive appropriate support and make expected progress.
- Tracking monitors all groups and appropriate action is taken as necessary.
- Any case of discrimination is dealt with appropriately in accordance with school policies.
- Governors ensure policies provide equality of opportunity.
- Parents, carers and pupils views are taken into account by the school when formulating policy.
- View of parents, carers and pupils are used to shape the further developments of the school.
- All children and adults with a disability have equality of opportunity and experience a sense of belonging.
- All children from Year 1 to Year 6 have the opportunity of being elected to the school council and undertaking responsibilities within their classes.
- The school will seek parents, carers and pupil views on how it deals with equality of opportunity and the school and any concerns about bullying and behaviour.

Part 3: Consultation and engagement

We aim to engage with and consult with pupils, staff, parents and carers, and the local community so we can develop our awareness and information, learn about the impact of our policies, set equality objectives and improve what we do.

Our main activities for consulting and engaging are:

- Teachers and Senior Leaders in the school are accessible to pupils and parents.
- High quality information is communicated through regular newsletters and the school website.
- Important information is shared with parents and the wider community as soon as possible – inspection reports are shared in full.
- Pupil and parent/carer surveys.
- School Council.
- Open Evenings with parents/carers.

Record of consultation and engagement

Date	Topic	Who we consulted	Action Taken
Autumn 2011	Reading Survey	Parents, Governors	Reading Workshops for Parents
Autumn 2011	Behaviour Policy	Governors, School Council	Policy reviewed and presented to whole school assembly
Spring 2012	E-Safety and Frog VLE	Parent Forum, Governors	E-Safety/Frog workshops for parents
Summer 2012	Anti-bullying Policy	School Council, Governors, Parent Forum	Policy reviewed and presented to whole school assembly during Anti-Bullying Week
Autumn 2012	Educational Visits Survey	Parents, Parent Forum	Information received regarding cost of educational visits and payment methods
Spring 2013	Maths	Parents	Maths Workshops to inform parents about how they can support their children with maths
Summer 2013	Transition Workshops for Reception Parents	Parents	Workshop to inform Reception parents about the Year 1 curriculum
Autumn	Parent Feedback	Parents	Increased opportunities for

2013			parental engagement i.e parent 'pop in' and reading workshops and coffee mornings in Spring 2014
Autumn 2013	Volunteer Help	Parents	Database of parents who are able to help in school
Autumn 2013	SEN Support	Parents	Opportunity for parental engagement
Summer 2014	Communication	Parent Forum	Information received regarding website development, parent workshops, coffee mornings, house points, educational visits and pop in.
Summer 2014	Stay and Play	EYFS Parents	Opportunity to see EYFS 'in action to help parents understand the curriculum better.
Summer 2014	Phonics	Year 1 Parents	To inform parents about the phonics testing that would be taking place later that term and to give them strategies to help their child.
Autumn 2014	Power of Reading Workshops	Parents, Staff, Governors	To inform parents about our new literacy scheme.
Autumn 2014	Code of Conduct	School Council	To agree a new school code conduct for the Infants and Juniors
Autumn 2014	SEN Policy	Parents & wider community	Policy review and ratified at Governors meeting in November 2014
Autumn 2014	Parent Feedback re: school	Parents	Questionnaire issued to gather feedback regarding their views of the school
Autumn 2014	Parent Feedback re: reading	Parents	Questionnaire issue to gather feedback regarding the children's reading practices.
Autumn 2014	Stay and Play	EYFS Parents	Opportunity to see EYFS 'in action to help parents understand the curriculum

			better.
Spring 2015	Maths Workshops	Parents	To inform parents about the new maths curriculum
Summer 2015	New assessment framework	Parents	To inform parents about the new assessment framework
Autumn 2015	SEN Local Offer	Parents	To review the Local Offer regarding SEN provision
Autumn 2015	Parent Feedback re school	Parents	Questionnaire to gather feedback regarding their views of the school
Spring 2016	School Meals	Parents, Pupils, Staff	Questionnaire and pupil voice to gather feedback regarding school meal provision.
Spring 2016	Homework	Pupils, Parents	Questionnaire and pupil voice to gather feedback regarding homework provision.
Autumn 2016	Parent Feedback re school	Parents	Questionnaire to gather feedback regarding their views of the school
Autumn 2016	Staff Questionnaire re school	Staff	Questionnaire to gather feedback regarding their views of the school

Part 4: Record of how we have considered equality issues when making decisions

The Equality Act 2010 requires us to show due regard to equality issues when we make significant decisions or changes in our policies. This means we need to consider what the impact of those decisions or policies will be on pupils and staff with protected characteristics before a decision is made or a policy finalised.

Date	Policy or decision	Equality issues we considered	Action taken or changes made
2011	Building of new library	Adequate access for pupils, visitors and staff	Building constructed in line with DDA requirements.
2014	Collective worship	To ensure that the policy protects everyone including those with a protected characteristic.	Policy approved by Governors November 2014

2014	Sex and Relationships Education	To ensure that the policy protects everyone including those with a protected characteristic.	Policy approved by Governors November 2014
2014	Educational Visits	To ensure that the policy protects everyone including those with a protected characteristic.	Policy approved by Governors November 2014
2014	Review of SEN Policy	To ensure that the policy protects everyone including those with a protected characteristic.	Policy approved by Governors – November 2014
2015	Review of Anti-bullying Policy	To ensure that the policy protects everyone including those with a protected characteristic.	Policy ratified by Governors November 2015
2016	Review of Marking and Feedback Policy	To ensure that the policy protects everyone including those with a protected characteristic.	Policy ratified by Governors January 2016
2016	Review of Drug Education Policy	To ensure that the policy protects everyone including those with a protected characteristic.	Policy ratified by Governors January 2016
2016	Review of Education of children with a parent or close relative in prison	To ensure that the policy protects everyone including those with a protected characteristic.	Policy ratified by Governors January 2016
2016	Review of Assessment Policy	To ensure that the policy protects everyone including those with a protected characteristic.	Policy ratified by Governors January 2016
2016	Review of Complaints Policy	To ensure that the policy protects everyone including	Policy approved by Governors February 2016

		those with a protected characteristic.	
2016	Review of Child Protection Policy	To ensure that the policy protects everyone including those with a protected characteristic.	Policy ratified by Governors February 2016
2016	Review of Supporting Pupils with Medical Conditions	To ensure that the policy protects everyone including those with a protected characteristic.	Policy ratified by Governors April 2016
2016	Early Retirement Policy	To ensure that the policy protects everyone including those with a protected characteristic.	Policy ratified by Governors May 2016
2016	Review of Security Policy	To ensure that the policy protects everyone including those with a protected characteristic.	Policy ratified by Governors May 2016
2016	Review of Bereavement (Pupil) Policy	To ensure that the policy protects everyone including those with a protected characteristic.	Policy ratified by Governors June 2016

Part 5: Our equality objectives

The Equality Act 2010 requires us to publish specific measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Objective	Actions	By whom	Start	Finish	Evidence that it is completed
Promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.	<p>Ensure the curriculum includes opportunities to develop the children's understanding of spiritual, moral, social and cultural development with particular reference to issues of equality and diversity.</p> <p>Monitoring the occurrence of racial incidents or bullying related to diversity and ensure that action is taken in accordance with the current Equality Scheme.</p>	Head Teacher, supported by all staff, governors and other members of the school community.		Ongoing	<p>There are references to equality and diversity within the long and medium term planning.</p> <p>Incidents of racial or bullying related to diversity are reported to the Governing Body on a termly basis.</p>
To continually consider how well the school ensures equality of opportunities for all its pupils.	<p>Regular training for staff to ensure they are fully aware of their obligations under the law.</p> <p>Regular review of assessment data.</p>	Head Teacher		Ongoing	<p>Reference to equality is included in the school's plans for induction and staff training.</p> <p>Appropriate provision is made for pupils who have a protected characteristic as defined by the Equality Act 2010 to ensure they have equality of opportunity.</p>

