

INCLUSION: SCHOOL EQUALITIES INFORMATION AND OBJECTIVES 2016/17

STAGE 1: UNDERSTANDING OUR SCHOOL COMMUNITY

UNDERSTANDING OUR SCHOOL COMMUNITY – PUPILS

Using SIMs data the following information was available:

Ethnicity (only groups represented in school are shown)

White British	White Eastern European	White Western European	Any other Black Background	Other Black African	Any other Mixed Background	Indian
167	23	2	4	1	2	4
83.5%	12%	1%	2%	0.5%	1%	2%

GENDER	YR	Y1	Y2	Y3	Y4	Y5	Y6	Total
Boys	16	12	18	19	12	15	14	106
Girls	13	18	12	10	15	15	11	94
Total	29	30	30	29	27	30	25	200

SEN	YR	Y1	Y2	Y3	Y4	Y5	Y6	Total
Boys	0	0	2	5	2	1	7	17
Girls	0	0	1	1	1	4	0	7
Total	0	0	3	6	3	5	7	24
%	0%	0%	10%	21%	11%	17%	28%	12%

PUPIL PREMIUM	YR	Y1	Y2	Y3	Y4	Y5	Y6	Total
Boys	1	6	4	5	6	3	3	28
Girls	2	0	4	4	6	7	6	29
Total	3	6	8	9	12	10	9	57
%	10%	20%	27%	31%	44%	33%	36%	29%

EAL	YR	Y1	Y2	Y3	Y4	Y5	Y6	Total
Boys	3	0	7	5	1	3	1	20
Girls	2	2	3	2	1	1	0	11
Total	5	2	10	7	2	4	1	31
%	17%	7%	33%	24%	7%	13%	4%	16%

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UNDERSTANDING OUR SCHOOL COMMUNITY – STAFF

GENDER	Teachers	Learning Support	SMSAs	Admin	Premises	Total (%)
Male	2	1	0	0	1	4 (11%)
Female	9	12	8	4	0	33 (89%)

As staff numbers are less than 150 we are not required to publish data to comply with our duty under equality of opportunity.

We also employ good practice in respect to privacy & data protection.

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EQUALITY OBJECTIVES ACTION PLAN 2016 - 2020

Aspects of Equality Duties covered by this plan:

1. Eliminate unlawful discriminations, harassment, victimisation and any other conduct prohibited by the 2010 Equality Act
2. Advance equality of opportunity between different groups
3. Foster good relations between different groups who share relevant protected characteristics and persons who do not share it.

Target	Action	Who	When	Resources & costs	Monitoring
1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the 2010 Equality Act	Equalities and Discrimination Policy written, ratified by governors and published on the school website. Reviewed regularly (every 2 years).	Inclusion Lead	Term 3 2016/17	Inclusion Lead time	Govs: Resources Committee
	Ensure all other school policies demonstrate compliance with the general duties of the Equality Act 2010 which covers the eight protected characteristics.	SLT Subject Leaders	Throughout review cycle of policies and by July 2020	Subject Leader release time	Govs: Resources Committee
	Effectively record, monitor and review all racist incidents and to report any incidents to the LA and the Governing Body (Headteacher's Report to the Governing Body)	Head Teacher (HT)	Throughout		Govs: FGB
	Effectively record, monitor and review all bullying incidents and incidents related to protected characteristics.	Learning Mentor (LM) / HT	Throughout	Learning Mentor time	Govs: FGB
	Use PSHE, Circle Time and school assemblies to reinforce school's Christian values (e.g. friendship, forgiveness); British Values (e.g. tolerance, respect)	HT Deputy Head Teacher (DHT) Class teachers	Full programme in place by end 2017	Release time PHSE lead Key Stage meeting time Lesson materials	PSHE Lead / Head Teacher
	Use RE scheme, including studying other major faiths, to further develop understanding and respect for all religions.	RE Lead	Scheme in place by end 2017	Release time RE lead	Head Teacher
	Foster links with schools with a markedly different ethnic dynamic.	UPR teacher	First school by end 2018		

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2. Advance equality of opportunity between different groups	Ensure that all staff are aware of the Single Equality Policy and wider equality issues.	Inclusion Lead	Term 3 2016/17	Staff meeting time	Senior Leadership Team (SLT)
	Record, track and review achievement data for ethnic minority groups, gender groups, disadvantaged pupils and pupils with SEND.	Assessment Lead Inclusion Lead SENCo	T2, T4 and T6 data reviews	Inclusion Lead time SENCo release time Pupil Progress Meetings (class cover)	Govs: Standards Committee
	Use achievement data to help plan actions for specific year groups and subjects where there may be an imbalance.	Assessment Lead Inclusion Lead SENCo	After T2, T4 and T6 data reviews	Inclusion Lead time SENCo release time	Govs: Standards Committee
	Continue to ensure opportunities are afforded to all pupils to access the whole school curriculum – including clubs, trips and special events.	HT Key Stage Leaders LM	Reviewed regularly (e.g. club registers)	Key Stage Leader release time Learning Mentor time	SLT
	Foster and promote equality of opportunity in all aspects of employment, recruitment, disciplinary issues and complaints, allocation of responsibilities, professional development and opportunities for all staff.	All staff		Staff meeting time	SLT Govs: FGB
3. Foster good relations between different groups who share relevant protected characteristics and persons who do not share it.	Promote initiatives to engage and develop better partnerships with parents of children from all ethnic groups represented in the school.	UPR teacher	Meeting for Polish parents by end of T4 2016/17	JW release time	Inclusion Lead
	Promote and develop schools Forum for parents of children with SEND.	SENCo		SENCo release time	Inclusion Lead
	Ensure that, wherever possible (and without artificially or unbalanced representation) there are positive images of the protected characteristics identified in school policies, publications, in learning resources and in displays.	HT Inclusion Lead SENCo	Positive images of children from a broad range of ethnic backgrounds and with disabilities displayed around school by end 2017	Posters and other learning resources	

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	Ensure a wide range of reading material is available, over a range of reading abilities, including those which challenge gender and ethnic stereotypes.	Literacy Lead Reading Lead	Review of current materials by end of 2017	Literacy Lead release time Reading Lead release time Range of texts	Head Teacher Govs: Resources Committee
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Key personnel	
Head Teacher (HT)	Nicky McMahon
Inclusion Lead / DHT	Jeoff Land
Learning Mentor (LM)	James Barlow
SENCo / EYFS Lead	Kate Tector
PHSE / RE Lead	Polly Pearman
Key Stage 2 / Literacy Lead	Alison Wood