



Thameside Primary School

PUBLIC SECTOR EQUALITY DUTY

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Public Sector Equality Duty

Equality Statement

This statement provides information about how our school ensures it meets its Specific Equalities Duties. The Public Sector Equality Duty requires our school to publish information about Equalities.

The Equality Act 2010 clearly states that the following groups must be taken into account as they have protected characteristics.

- Age
- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

This policy applies to both pupils and adults and its principles and values apply equally to everyone.

General Duties

The three aims of the Public Sector Equality Duty are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

1. Publish information to demonstrate how the school is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
2. Prepare and publish equality objectives.

Principles and values

We will collect and use equality information to help us to:

1. Identify key issues
2. Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby, plan them more effectively
3. Assess whether we are discriminating unlawfully when carrying out any of our functions
4. Identify what the key equality issues are for our organisation
5. Publish information to demonstrate how our school is complying with the PSED
6. Prepare and publish objectives to meet our PSED.

Appendix 1 provides information about our school.

Appendix 2 outlines the equality objectives for our school.

Appendix 1 – Information about our school

The school community 2018/19

The percentage of pupils who have been eligible for free school meals at any point in the past six years is 34% compared to 23.5% nationally.

The percentage of pupils from ethnic minority backgrounds is 16.7% compared to 32.9% nationally.

The percentage of pupils who speak English as an additional language is 14.2% compared to 20.9% nationally.

The percentage of pupils who have special educational needs or are disabled is 42% compared to 12.4% nationally.

51.5% of our pupils are girls compared to 49% nationally.

1 pupil has been permanently excluded during this period.

There were 2 recorded bullying incidents during this period. One of the victims had a protected characteristic as follows:

| | |
|----------------------------|---|
| Disadvantaged | 0 |
| SEND | 1 |
| EAL | 0 |
| Ethnic minority background | 0 |

There were 4 recorded incidents of racist name calling during this period. One of the victims had a protected characteristic as follows:

| | |
|----------------------------|---|
| Disadvantaged | 0 |
| SEND | 0 |
| EAL | 0 |
| Ethnic minority background | 1 |

Our workforce is 36 females and 2 male.

Appendix 2 – outlines the equality objectives for our school

Equality objectives 2018/19

- Ensure that parents/carers of all children are able to access school events connected with learning e.g. EYFS profile sharing, KS1/2 Success Sharing.
- To close the achievement gap for disadvantaged children.
- To improve the attendance of children eligible for free school meals and SEND so that it is broadly in line with the whole cohort.
- Improve understanding of ethnic and faith diversity in the wider community.

These objectives are described in more detail in the school development plan. Progress towards achieving these objectives is under constant review and is reported to governors at every local governing body meeting.