

Cheadle Heath Primary School

EQUALITY STATEMENT & OBJECTIVES

June 2018

Updated with January 2020 Census data in February 2020

Public Sector Equality Duty

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.

Cheadle Heath Primary School is keen to promote equality at all levels and hope parents support our statement.

At Cheadle Heath Primary School, we believe that everyone has equal status and equal rights. As a school we acknowledge and welcome diversity among pupils, staff and visitors. All policies include the commitment of staff and governors to promote equality and this will include the removal of barriers that could result in unequal outcomes. We believe that equality should be at the heart of all we do and all staff should be vigilant and work towards this practice. Every member of the school community should feel safe, secure, valued and of equal worth.

At Cheadle Heath Primary School, equality is a key principle for treating all people the same, irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010). We promote the principles of fairness and justice for all through the education that we provide in our school.

To ensure these principles are carried out we have set four Equality Objectives that will be monitored by the Governing Board and reviewed each year:

- To ensure implementation of Public Sector Equality Duty (PSED)
- To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity
- To narrow the gap in measureable outcomes between any of the protected characteristics (Single Equality Act 2010).
- To meet every individual's social, emotional, physical and spiritual needs so they can move on from Cheadle Heath Primary School with integrity and confidence.

Cheadle Heath Primary School is an inclusive school where we focus on the wellbeing and progress of every child and where all members of our community are of equal worth. 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:

- All learners are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development.
- We aim to reduce and remove inequalities and barriers that already exist.
- We have the highest expectations of all our children.

Equality Information

- Number of pupils on roll at the school: 342 including Nursery (January 2020)
- Age of pupils: 3 to 11 years

Information on pupils by protected characteristics

- The Equality Act 2010 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. 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)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

Data updated February 2020 based on January 2020 Census data			
Race/Ethnicity	%	Race/Ethnicity	%
Any other Black background	0.29	Chinese	0.29
Any other mixed background	1.17	Indian	0
Any other White background	3.5	Pakistani	0.63
Bangladeshi	1.75	Refused	0.29
Black - African	0.29	White - British	78.4
Black Caribbean	0	White and Black African	1.76
Any other Asian background	2.63	White and Black Caribbean	2.92
White & Asian	3.80	Any other ethnic group	0.29
Data updated February 2020 based on January 2020 Census data			
Gender	49.71% male	50.29% female	
Pupils eligible for Free School Meals (FSM):	20.76%		
Pupils eligible for Pupil Premium Funding – Disadvantage group	20.47%		
Pupils with Special Educational Needs (SEND)	18.13%		
Pupils with English as an Additional Language (EAL)	10.82%		
Young carers	0%		
Looked after children	0%		

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 below aims to demonstrate that we give careful consideration to equality issues at Cheadle Heath 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 Scheme
- 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
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that Cheadle Heath Primary School is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.