



## Equality Information and Equality Objectives for Burnhope Primary School

### Equality Act 2010 Schools' provision of the public sector equality duty

We at Burnhope Primary School are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We will give relevant and proportionate consideration to the public sector equality duty.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristics to participate in public life or in any activity in which participation by such persons is disproportionately low.

The protected characteristics for the schools provisions are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil partnerships
- Pregnancy and maternity



- Race
- Religion or belief
- Sex
- Sexual orientation

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Age and marriage and civil partnership are NOT protected characteristics for the schools provisions but are included for employment.

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

**Equality Information:**

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

**Staff:**

Age	15 employees aged between 25 and 64
Disability	15 staff – 0% of staff record a disability. We will ensure reasonable adjustments are made where and when required.
Gender reassignment	No staff member. We would support any staff member undergoing gender reassignment.
Marriage & civil partnerships	Figures change – we comply with our equality duty
Pregnancy and maternity	Figures change – we comply with our equality duty
'Race' / Ethnicity	15 staff – 100% white British
Religion and Belief / no belief	No information provided
Sex – male/female	15 staff – 0% (0) male, 100% (15) female
Sexual orientation	We support all staff members regardless of sexual orientation

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## Pupils

Age	3 – 11 years
Disability	Our numbers are so low it would not be appropriate to publish this information. We ensure reasonable adjustments are made when appropriate.
SEN	23% Support Plan
EHCP	0% with statements
Gender reassignment	We would support any pupil undergoing gender reassignment or questioning their gender
'Race' / ethnicity	94.7% White British 5.3% Gypsy/Roma/Traveller of Irish descent
EAL	100% of children with English as first language
Sex – male/female	41% male 59% female
Sexual orientation	We support all pupils regardless of sexual orientation
FSM	48.2%

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## We will update our equality information at least annually

### Equality Objectives

Our equality objectives are:

To allow equal access to information for all stakeholders

- Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.
- Diminish the difference between disadvantage and non-disadvantaged pupils
- Raise attainment for more-able disadvantaged pupils
- Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option), class assemblies, fund raising etc.
- Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body / Local Authority on a termly basis.
- To increase attendance of pupil premium pupils across the school.

**We will update our equality objectives every four years and will publish progress on them annually in our equality information**



We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

*'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'*

**Headteacher: Mrs Adamson**

**Chair of Governors: Mr Alan Gibson**

**Date: June 2020**

**Review: June 2021**