



Equality Information and Equality Objectives for Newton Hall Infants' School

Equality Act 2010 Newton Hall Infants' Schools' provision of the public sector equality duty

Date: May 2022

We in Newton Hall Infants' School are committed to equality. We aim for every pupil to fulfil their potential no matter what their 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 before and after school activities and school trips and residential.

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.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the schools provisions are:

- Disability
- Gender Reassignment (Gender Identity)
- Pregnancy and Maternity
- Race (Ethnicity)
- Religion or Belief
- Sex
- Sexual Orientation

- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions for pupils.

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 characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- **awareness** - all staff know and understand what the law requires
- **timeliness** - implications considered before they are implemented
- **rigour** - open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** - the PSED cannot be delegated
- **continuous** - ongoing all academic year
- **record-keeping** - keep notes and records of decisions & meetings

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 (Last updated): May 2022

This Equality Information is a summary pupil and staff profile of the school. The information for pupils is collected via data collection sheets completed by parents/carers. The information for staff is collected via staff induction records.

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 Equality Profile:

Age	Figures change - we comply with our equality duty.
Disability - A person is disabled under the Equality Act 2010 definition if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	We ensure reasonable adjustments are made where appropriate.
Gender Reassignment (Gender Identity)	We are an inclusive school community and support any staff member who is exploring their gender identity.
Marriage & Civil Partnerships	Figures change - we comply with our equality duty.
Pregnancy and Maternity	Figures change - we comply with our equality duty.
Race (Ethnicity)	Our staff profile comprises: White British
Religion and Belief	Our staff profile comprises: Christian, Church of England, Roman Catholic, Not specified
Sex (Gender)	100% staff gave information 91% female 9% male
Sexual Orientation	Our school community is inclusive of all staff regardless of their sexual orientation.

Pupil Equality Profile:

Age	We have pupils aged from 4 to 7 years old in our school.
Disability - A person is disabled under the Equality Act 2010 definition if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Our numbers are so small it would not be appropriate to publish this information We ensure reasonable adjustments are made where appropriate.
EAL (English as an Additional Language)	??% EAL The languages spoken within our pupil profile are: English, Spanish, etc. (complete as appropriate)
Gender Reassignment (Gender Identity)	We are an inclusive school community and support any pupil exploring their gender identity.
Pupil Premium <i>(Although this isn't a protected characteristic under the Equality Act, our</i>	??% pupils eligible for Pupil Premium

school feel it is an important aspect of our school profile)	
Race (Ethnicity)	<p>??% pupil gave information List percentages for each ethnic group if numbers are large enough. Otherwise, state all of your ethnicities without numbers like below: Our pupil profile comprises: White British, Dual Heritage, White-European, Asian and White-Irish etc .(complete as appropriate) Or alternatively "Our numbers are so small it would not be appropriate to publish this information"</p>
Religion and Belief	<p>??% pupils gave information List percentages for each religious group if numbers are large enough. Otherwise state your religions without numbers as below: Our pupil profile comprises: Christian, Church of England, Roman Catholic, Jewish, Methodist, Agnostic, Jehovah's Witness, No religion (complete as appropriate) Or alternatively "Our numbers are so small it would not be appropriate to publish this information"</p>
SEND	<p>??% pupils identified by school with a Special Educational Need ??% SEND Support Plan ??% Education Health and Care Plan (EHCP)</p>
Sex (Gender)	<p>??% pupils gave information ??% female ??% male ??% other (complete/add this option as appropriate with data protection in mind)</p>
Sexual Orientation	<p>Our school community is inclusive of all pupils regardless of their sexual orientation.</p>

We will update our equality information at least annually and publish on the school website. This information is used to help inform our equality objectives.

Equality Objectives 20?? – 20??

THESE WILL LIKELY ALSO BE INCLUDED WITHIN SCHOOL IMPROVEMENT PLAN

Our equality objectives are:

1. E.G. Review and implement changes to our before and after-school activity provision to ensure young people with disabilities can access all aspects of it.
2. E.G. Prepare and embed a curriculum programme to support children's understanding of gender identity and sexual orientation and different types of families.
3. E.G. Develop and embed a whole school Equality Calendar which will influence the whole school curriculum and also the assembly programme and ensure our pupils develop an understanding of Equality and also the Equality Act 2010 as they move through the school.

ABOVE ARE SOME EXAMPLES. YOU SHOULD HAVE BETWEEN 1 AND 10 SMART OBJECTIVES. WE WOULD SUGGEST AN AVERAGE PRIMARY WOULD HAVE APPROXIMATELY 3. PLEASE ENSURE EACH OF YOUR OBJECTIVES REFER DIRECTLY TO ALL/SOME OF THE 9 PROTECTED CHARACTERISTICS. MUCH OF THE DETAIL OF THE OBJECTIVES WILL BE IN A MORE DETAILED ACTION PLAN STORED SEPERATELY IN SCHOOL.

We will update our equality objectives every four years and publish them on our school website.

We will review progress on these objectives annually and this paperwork will be held within school as part of our School Improvement Plan. MAKE SURE YOU DECIDE WHERE TO STORE ANNUAL OBJECTIVE REVIEWS WHEN COMPLETING THIS LINE.

Headteacher: _____

Chair of Governors: _____

Date: _____