

Equality Information and Objectives

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.

Rushcombe First School is an inclusive school where we focus on the well-being 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:

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

Equality Information

Number of children on roll at the school: 300

Age of children: 4 to 9

Information on the children 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 children are protected from discrimination, the school collects information on protected characteristics.

Information on other groups of children

In addition to children with protected characteristics, we gather further information on the following groups of children:

- Looked after children/post adoptive/Special Guardianship Order (SGO)
- Children eligible for Free School Meals (FSM)
- Children with Special Educational Needs (SEND)
- Children with English as an Additional Language (EAL)
- Children of service families
- Other vulnerable / disadvantaged groups

It may be possible to identify individuals from the information provided when the number of children with a particular characteristic is low and the information is sensitive personal information. In these cases, this is indicated by an asterisk*.

- **Gender:** 53.3% male, 46.7% female
- **Children eligible for Free School Meals (FSM)/Ever 6:** 6.67%
- **Children eligible for Pupil Premium Funding** 6.67%
- **Children with Special Educational Needs (SEN)** 14.33%
- **Children with English as an Additional Language (EAL):** 6%
- **Children whose ethnicity is other than white-British:** 7.6%
- **Looked after children:** 1.33%

(Data correct as of Autumn 2020)

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 children 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 here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Rushcombe First 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 through:

- the adoption of the single Equality Scheme
- our behaviour policy ensures that all children feel safe at school and addresses bullying
- monitoring the curriculum to ensure that the curriculum meets the needs of our children 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 children are given equal entitlement to success

- tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- ensuring children have the opportunity to access extra-curricular provision

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
- listening to parents/carers
- listening to children

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 Rushcombe First School is seen as a community with shared values
- ensuring that equality and diversity are embedded in the curriculum.

Equality Objectives

At Rushcombe First School, we are committed to ensuring equality of education and opportunity for all children, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support the children, raise standards and ensure inclusive teaching, we have set the following objectives for 2020 – 2021:

Objective 1: To monitor and analyse children's achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for children.

Objective 2: To raise levels of attainment in core subjects for disadvantaged learners, including addressing the learning needs of all children following the national school closures due to COVID-19 pandemic, with a focus on those requiring 'catch-up'.

Objective 3: To continue, through our Learning Adventures, to provide a range of enrichment/cultural capital opportunities and activities, including a focus on the arts, mental/emotional health and physical well-being and outdoor learning for all children.

Note: Due to the current restrictions of Covid-19, we have been unable to provide the children with our usual extra-curricular provision.