



# Equality Policy

**Date: September 2021**  
**To be reviewed: September**  
**2023**






# Whipton Barton Federation Equality Information and Objectives - Information for school website

## Public Sector Equality Duty (Updated January 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.

The Whipton Barton Federation is an inclusive Federation 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 pupils on roll at the Federation: 494 Age of pupils: 2 to 11

### **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:

Girls, Boys, Free School Meals (FSM), English as an Additional Language (EAL), Special Educational Needs and Disabilities (SEND), Children in Care (CiC)

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




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 here aims to demonstrate that we give careful consideration to equality issues in everything that we do within the Federation. '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
- 🌍 High quality SEND 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
- 🌍 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 Whipton Barton Federation is seen as a community school within our local community
- 🌍 Ensuring that equality and diversity are embedded in the curriculum and in collective worship.
- 🌍 Consulting and involving those affected by inequality in the decisions taken by the Federation to promote equality and eliminate discrimination.

**Equality Objectives**

At Whipton Barton Federation, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

**Objective 1:** To improve the effectiveness of teaching assistant support in classes in order that pupils are supported to increasing independence.

**Objective 2:** To raise levels of attainment in core subjects for disadvantaged pupils

**Objective 3:** To embed the managing positive behaviour policy to ensure all pupils know the behaviour expectations and feel safe in school.