

Aldermaston CE Primary School

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.

At Aldermaston CE Primary School, our approach to equality is underpinned by our school vision for a community where everyone is nurtured and has the opportunity to grow and thrive.

Through our curriculum we recognise the uniqueness of every child and value diversity.

We use a therapeutic thinking approach to behaviour management which promotes respectful relationships and a sense of belonging.

We are committed to giving every child the support they need to succeed in their learning. We collect data on groups of children (including those with protected characteristics) to monitor, identify and respond to any discrimination. We plan interventions to address inequalities and work with external agencies to ensure high quality provision and promote wellbeing.

How are we meeting our obligations under the Equality Act 2010?

Here are examples of how the school meets its public sector equality duty.

How we eliminate discrimination:

- Following our behaviour policy ensures that all children feel safe and respected. We are a therapeutic thinking school and our policy is based on equity and providing children with what they need to succeed.

- Reporting, responding to and monitoring all bullying and racist incidents.
- Monitoring and tracking pupil progress and attainment to ensure that all children and groups of children are engaged with and succeeding in their learning.
- Maintaining awareness of the requirements of the Equality Act 2010.

How we advance equality of opportunity:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention.
- Taking steps to meet the needs of people who have a particular characteristic, e.g. adaptations to our environment to ensure inclusion.
- Encouraging people who have a particular characteristic to participate fully in any enrichment events and activities.

How we foster good relations:

- Listening to and respecting the views and experiences of everyone in our school
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum and through our collective worship planning.
- Ensuring that Aldermaston CE Primary School is fully engaged with our local community.

Equality Objectives

At Aldermaston CE Primary School, we are committed to ensuring equality of education and opportunity for everyone – children, staff, volunteers, parents and carers - irrespective of race, gender, disability, belief, religion or socio-economic background.

To this end, we have set the following objectives:-

Objective 1

To develop and embed inclusive behaviour management practices through a therapeutic thinking whole school approach which promotes community cohesion and fosters positive relationships.

Objective 2

To develop a curriculum which prepares all children for life in Modern Britain by ensuring representation of all groups and communities and an understanding of British Values.

Objective 3

To ensure effective interventions address inequalities and support children's wellbeing.

Progress against these objectives will be reviewed annually and the objectives themselves will be reviewed at least every four years.

Equality Information

Number of pupils on roll at the school: **143**

Age of pupils: **4 to 11**

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 and monitors information on protected characteristics and other identified groups.

Race/Ethnicity	
Any other mixed background	2%
Indian	1%
White British	81%
White and Asian	1%
Gypsy/Roma	7%
White and Black Caribbean	3%
White Western European	3%
White Eastern European	1%

Religion	
Christian	47%
Hindu	1%

Muslim	1%
Sikh	1%
Other	1%
None	49%

Gender	
Female	61%
Male	39%

SEND	
SEND	14%
Non SEND	86%

Other Monitored Groups	
Pupils eligible for pupil premium funding (PPG)	17%
Pupils with English as an additional language (EAL)	4%
Looked after children or child previously looked after (LAC)	1%

[Data correct as at 07.05.21]

This information will be updated annually.