



Mayfield School

Equality Statement

Aims of the School:

The Governors and staff of Mayfield School aim to provide equal opportunities for all through:

- An inclusive ethos of respect, tolerance, and understanding of others' needs developing and valuing pupils' self-discipline, independence and autonomy in preparation for adulthood.
- A safe supportive, caring and dynamic school environment, extending into the wider Community where all are valued as educators and partners in school improvement.
- Access to a strong Curriculum which is designed to accommodate individual pupil needs and to ensure maximum progress.
- An environment where creativity is nurtured and the arts provide a medium for driving forward school improvement.
- The celebration of success and positive outcomes for all.
- Develop a nurturing culture of lifelong learning for staff and pupils;
- Promote intellect, physical, social, aesthetic, spiritual and moral development of pupils;
- Inspire communication and independence skills;
- Prepare pupils to control their own lives;
- Help and encourage pupils to become valued employers, employees and members of social groups and communities;
- Promote a healthy lifestyle and a sense of self-worth;
- Develop lively, inquiring, creative minds
- Ensure that creative and inspirational teaching leads to exciting, enjoyable and inspired learning;
- Maintain the highest personal expectation of each pupil, recognising and developing strengths and talents;
- Engage learners in meaningful work related learning, developing ambition and enterprise skills and securing best possible post school outcomes;
- Have a wider local, regional and national influence to ensure pupils access best practice and schools within our locality are well supported.

The Equality Act 2010

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.

Mayfield School is an inclusive school where we focus on the well-being and progress of every learner and where all members of our community are valued equally.

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 valued equally.**
- 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 learners.**

Equality Objectives

At Mayfield School, we are committed to ensuring equality of education and opportunity for all learners, staff, parents, carers and advocates, irrespective of race, gender, sexual orientation, disability, belief, religion or socio-economic background.

In order to further support learners, raise standards and ensure inclusive teaching, we have set the following objective:

- To 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.

Furthermore, as per their policy, The Sea View Trust have also set the following objective:

- To monitor and analyse staff recruitment, retention and development to ensure equality of opportunity for all staff.

Equality Information

(All information listed below was correct as of the Autumn 2023 Census)

Number of pupils on roll at the school: 234

Age of pupils: 4 - 19

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 learners 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:

- Gender: Male – 73% Female - 27%
- Learners eligible for Free School Meals (FSM): 42%
- Learners eligible for Pupil Premium Funding – Disadvantaged Group: 33.8%
- Learners with Special Educational Needs and Disabilities: 100%
- Learners with English as an Additional Language (EAL): 3%
- Young Carers: 0%
- Our Children (previously Looked After Children): 0.14%

Race/Ethnicity

Ethnicity	% of Total
Any Other Asian Background	0%
Any Other Ethnic Group	0.85%
Any Other Mixed Background	0.43%
Any Other White Background	0.85%
Bangladeshi	0.43%
Chinese	0%
Pakistani	0.43%
White - British	95.3%
White - English	0%
White and Asian	0%
White and Black African	0%
White and Black Caribbean	0.43%
White European	0%
Black African	1.28%

Through rigorous tracking and monitoring of individuals and 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 learners within any of the above groups is removed.

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 Mayfield 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 learners, staff, parents/carers and advocates to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Adoption of the Single Equality Scheme;
- Our Conduct Policy ensures that all learners 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 learners are given equal entitlement to success;
- Tracking learner progress to ensure that all children make rapid progress, and intervening when necessary;
- Ensuring that all learners have the opportunity to access extra-curricular provision; and
- Listening to and monitoring the views and experiences of learners and adults to evaluate the effectiveness of our policies and procedures.

Advancing Equality of Opportunity – between People who Share a Protected Characteristic and People Who Do Not

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/advocates and pupils in school development;
- Listening to pupils at all times.
- Listening to parents/carers/advocates.
- Listening to staff and Governors at all times;

Fostering Good Relations Across All Characteristics – between People who Share a Protected Characteristic and People Who Do Not

We foster good relations by:

- Ensuring that Mayfield School is seen as a community school within our local community; and
- Ensuring that equality and diversity are embedded in the curriculum and wider events and activities.

For further information please access link -

<https://www.gov.uk/government/publications/public-sector-equality-duty>



Ged McGrath
Chair of Governors
February 2024