

## COTWALL END PUBLIC SECTOR EQUALITY DUTY

### Legal Requirements

Everyone has the right to be treated with dignity and respect.

The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics - disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 also requires public bodies such as schools to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people from different equality groups

This is called the public sector Equality Duty and its purpose is to promote equality for all.

The Government has issued guidance which sets out that having due regard means consciously thinking about the three aims of the public sector Equality Duty as part of the process of decision-making. This means that considering equality issues must influence the decisions reached by schools- such as in how we act as employers; how we develop, evaluate and review our policies; how we design, deliver and evaluate what we offer and how we commission and procure services from others.

### Our Vision and Aims for Equality and Diversity

‘We will treat everyone at Cotwall End fairly so that all members of our school community can be free to live, learn and enjoy’.

We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential. We will ensure that the school’s procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

Our intention is to ensure that the adults working or volunteering in the school are from diverse groups. We believe that this provides a good role models for our pupils.

We will involve pupils, staff, parents, carers, governors and communities in the development of our objectives. They will be involved from the very start and their involvement will inform the preparation, development, publication, review and reporting of our objectives. The aim is to ensure that we meet the needs of people: from all ethnic backgrounds and of all religions or beliefs; of all ages; of all genders and sexual orientations and of all abilities.

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### Roles and responsibilities, commitment and accountability

We will mainstream equality issues by:

- Paying **due regard** to equality issues within all our key policies, planning, decision making processes and performance management;
- Ensuring that our planning contributes towards our equality objectives;
- Ensuring that arrangements are in place to monitor and report on our progress against our objectives; and
- Ensuring that we engage effectively with our learners, staff, parents and local communities in planning, delivering and monitoring the objectives

### Equality objectives - general

#### Race

We recognise that BAME people experience discrimination on the basis of colour, race, nationality and ethnic origin. This discrimination manifests itself in all areas of life. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

We will take all necessary measures to prevent and tackle racial harassment and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

#### Disability

We recognise that people with disabilities experience discrimination across all areas of life. We welcome the requirements of the Equality Act and set out our commitment to meeting the duties in relation to disability. Our aim is to advance disability equality across all areas of the school, to disabled pupils, staff, parents, carers and other school users.

#### Gender

We are committed to combating sex discrimination and sexism and promoting the equality of women and men. We recognise that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes. We are aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours.

We will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.

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### Religion

We recognise that the Equality Act 2010 requires us to assess the impacts of our policies, functions and procedures have on promoting equality for people based on their religion, belief and non-belief. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

### Sexual orientation

We are committed to combating discrimination faced by lesbians, gay men and bisexual and transgendered (LGBT) people. We want to ensure equality of opportunity for LGBT people across services and employment.

We recognise that the Equality Act 2010 requires us to assess the impacts of our policies, functions and procedures have on advancing equality for people based on their sexual orientation. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

### Age

We are committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger and older people. These attitudes and beliefs can lead to both younger and older people being socially and economically disadvantaged, excluded and marginalised. We believe that younger and older people have the right to equality of opportunity and that they make a significant and valuable contribution to the community at large.

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### Equality information 2018

#### Race

92% of the school's pupils are from a White British/White English background. The remaining pupils are spread between the following ethnic backgrounds:

- Indian
- Other Asian
- Other Black African
- Chinese
- White and Asian
- White and Black African
- White and Black Caribbean
- White European
- White other

96% of the schools' pupils speak English as their first language. Other languages spoken at home include:

- Portuguese
- Tamil
- Polish
- Panjabi
- Italian

#### Disability

Three pupils currently on roll have some degree of physical disability.

There are a very few pupils whose long term health issues have an impact on attendance.

There are no disabled members of staff.

There is currently no accessible disabled toilet.

Potential accessibility issues which could affect staff and pupils in school are the various steps around the site and the steep hill up the school drive.

10% of pupils are included on the current SEND list.

1.8% of pupils have an EHCP

#### Gender

The staff population is significantly more female than male with 95% of the teaching and TA staff being female.

There are an equal split of boys and girls in the school (198 boys, 200 girls).

The numbers of exclusions are too low to report on a gender trend.

On average, female pupils perform better in all subjects, but this is not consistent throughout the school and the tendency decreases as the pupils move up through the school.

#### Age

The school serves pupils from age 4 to 11. 3 year olds are catered for in our Pre-School.

The school admits up to 60 pupils in each year group.

The largest year group is currently Y5 with 63 pupils.

The smallest year group is currently Y6 with 56 pupils.

The staff profile is balanced between all the career stages and experience.

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### **Religion or belief**

The school's management information system records pupils' religion where parents have volunteered the information. Current information shows the spread of religions as follows:

Christianity	66%
No religion/not specified	32%
Sikh	1%
Hindu	1%
Muslim	1%
Jehovah's Witness	1%

### **Sexual orientation**

No data about the sexual orientation of pupils, parents or staff is currently collected or held by the school.

### **Pregnancy and maternity**

The school adheres to the requirements of flexible working and the Local Authority Family Friendly Policy.

### **Gender reassignment**

No data is collated by the school about gender reassignment for either for pupils or staff.  
No data is collated by the school about marital status of the staff.

**This section summarises the objectives we have identified in order to eliminate discrimination and harassment and advance equality in relation to gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.**

### **General objectives**

- Strive to achieve equality of opportunity for all adults and pupils, regardless of age, gender, ethnicity etc.
- Educate all about discrimination and prejudice and promote a harmonious environment ( social cohesion ).
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress.
- Ensure that the appointment of staff is in line with equal opportunities legislation.
- Ensure that the governing body of the school reflects the wider community.
- Identify barriers to learning and participation and provide appropriately to meet a diversity of needs.

### **Roles and responsibilities**

The Governing body accepts their responsibility to promote equality and eliminate discrimination and harassment, as outlined in the objectives.

## COTWALL END PUBLIC SECTOR EQUALITY DUTY

### Publication

The School's Equality Information is published and available to all on our website.

### Complaints

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class, they should report this without fail through the School's complaints procedure.

Complaints by staff will be dealt with under our Grievance Policy. We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the appropriate Local Authority procedures.

Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties. We will report on complaints annually and on action taken.

Cotwall End Primary School

Updated September 2018