



REDLAND PRIMARY SCHOOL EQUALITY INFORMATION
AND OBJECTIVES

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Redland 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.

Redland Primary 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 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.

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:

- Pupils eligible for Free School Meals (FSM)

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- Pupils with Special Educational Needs (SEN)
- Disadvantaged learners
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups.

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 for these pupils to make accelerated progress and therefore narrowing/closing the gap between them and their peers.

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 Redland Primary 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 by:

- Ensuring our Behaviour policy enables all children to 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 so that it meets the needs of our pupils and promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality enabling children to reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make progress, and intervening when necessary. Pupil Progress meetings are central to our monitoring system
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils, parents, carers, staff and governors to evaluate the effectiveness of our policies and procedures.

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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 academic intervention or other support
- 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 Redland Primary is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum.

Equality Objectives

At Redland Primary 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, socio-economic background or sexual orientation.

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

Objective 1: To increase children's awareness and understanding of different communities through topic planning, assemblies and cultural events. To celebrate diversity and understand that everyone is different but equally valued.

Objective 2: Ensure all children, particularly children with SEND and vulnerable children, are given support to make good progress, e.g. targeted feedback, interventions and communication with families.

Objective 3: Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for Pupil Premium Funding and Free School Meals.

Objective 4: To address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood, but have a greater impact in adult life.