Public Sector Equality Duty

Equality Duty Statement

Rationale

Waverley Primary School will abide by the provisions of the Equality Act 2010 and has developed this Equality Statement to help us meet our Public Sector Equality Duty (“Equality Duty”) under the Equality Act 2010. The Equality Duty makes sure public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

We are committed to giving due regard to equal treatment and opportunity for all staff, pupils and members of the wider community. We do all that we can to eliminate discrimination and foster good relations amongst all connected with the school.

The Equality Act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. They are:

- Age (employees)
- Disability
- Gender reassignment
- Marriage and civil partnership (employees)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Equality Duty

The Equality Duty has two parts – the general duty and the specific duties.

The general duty requires us to consider how our policies, practices and day-to-day activities impact on students and staff. We must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other
conduct prohibited by the Equality Act.

- 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 those who do not share it.
- The specific duties require us to: publish information (Equality Analysis) to show how we are complying with the Equality Duty. This will be updated annually; and prepare and publish Equality Objectives. We will publish objectives at least once every four years.

Waverley Primary School is a larger than average primary school serving an area of mixed socio-economic deprivation. Over the last 3 years levels of deprivation amongst pupils in the school have increased. 17.21% of children are eligible for Free School Meals compared to a National Average of 27% The number of pupils eligible for Pupil Premium is now 34.42%

The school has a changing pupil population. The percentage of EAL pupils stands at 2.60%. The percentage of SEN pupils is 21.10% overall.

The growing proportion of pupils from areas of deprivation and those of minority ethnic heritage makes for a rich experience of other cultures for all our pupils and inclusion and integration is very good.

**Equality Objectives**

<table>
<thead>
<tr>
<th>Equality Objective</th>
<th>Actions</th>
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<tbody>
<tr>
<td>To narrow the gap in attainment between different groups.</td>
<td>Rigorously monitor the progress of all groups, to clearly identify any underachievement in performance and adjust provision to support progress. This objective is monitored by the senior leadership team and key staff alongside the school governing body.</td>
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<tr>
<td>To promote Spiritual, Moral, Social and Cultural Development through all appropriate curricular activities, with particular reference to issues of equality and diversity.</td>
<td>Through daily assemblies Through PHSCE curriculum/SEAL sessions Giving children an awareness of different cultures, religions and beliefs through an enriched curriculum. Ensuring children do not use homophobic</td>
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<tr>
<td>Purpose</td>
<td>Details</td>
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<td>To ensure that pupils are punctual and attend school consistently.</td>
<td>Registers are checked regularly and where there is concern the school attendance officer will work with Family Support co-ordinator to help family improve.</td>
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<td>To ensure teachers in school differentiate activities in order that individual pupils can achieve.</td>
<td>Planning is checked and books scrutinised by the SLT and co-ordinators to ensure that all activities are differentiated where relevant.</td>
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<td>To provide additional support for vulnerable children who are at risk of underachieving</td>
<td>Classroom support staff to support these children through intervention and in class support. Family Support Coordinator works with families. Parent workshops throughout the year. Support via website (e.g. with phonics)</td>
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<td>To provide after school activities for those pupils wishing to take part.</td>
<td>The school provides a range of after school activities which meet the needs of the children The school monitors the levels of attendance - All activities are subsidised.</td>
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Reviewed 05/11/2018

Reviewed annually