



EQUALITIES INFORMATION

DATE OF PUBLICATION November 2015

The Public Sector Equality Duty 2011 has three aims under the general duty for Schools:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

This information should also be read in conjunction with our equality objective(s). In compiling this equality information we have:

- identified evidence of equality we already have within policies and practice and identified gaps;
- examined how we engage with the protected groups, identifying where practice could be improved;

Pupil-related information

Information	Evidence and commentary																																													
Attainment Maths/English – by gender 2014-15	<p>End of KS2</p> <table border="1" data-bbox="712 379 1809 671"> <thead> <tr> <th></th> <th>Level 4</th> <th>Level 4b+</th> <th>Level 5+</th> <th>Level 6</th> </tr> </thead> <tbody> <tr> <td>Rdg Boys</td> <td>93</td> <td>93</td> <td>40</td> <td></td> </tr> <tr> <td>Rdg Girls</td> <td>100</td> <td>100</td> <td>75</td> <td>0</td> </tr> <tr> <td>Wrt Boys</td> <td>87</td> <td>87</td> <td>47</td> <td>0</td> </tr> <tr> <td>Wrt Girls</td> <td>92</td> <td>92</td> <td>83</td> <td>0</td> </tr> <tr> <td>Maths Boys</td> <td>87</td> <td>87</td> <td>53</td> <td>4</td> </tr> <tr> <td>Maths Girls</td> <td>83</td> <td>83</td> <td>58</td> <td>4</td> </tr> <tr> <td>Combined Boys</td> <td>80</td> <td>80</td> <td>27</td> <td>0</td> </tr> <tr> <td>Combined Girls</td> <td>83</td> <td>83</td> <td>50</td> <td>0</td> </tr> </tbody> </table>		Level 4	Level 4b+	Level 5+	Level 6	Rdg Boys	93	93	40		Rdg Girls	100	100	75	0	Wrt Boys	87	87	47	0	Wrt Girls	92	92	83	0	Maths Boys	87	87	53	4	Maths Girls	83	83	58	4	Combined Boys	80	80	27	0	Combined Girls	83	83	50	0
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Attainment in Maths/English – by race 2014-15	<p>95% of white pupils achieved a Level 4 in Reading, 85% in Writing and 80% in Maths</p> <p>100% of Black and Ethnic Minority Pupils achieved Level 4 in Reading, 100% in Writing and 100% in Maths</p> <p>55% of white pupils achieved a Level 5 in Reading, 55% in Writing and 50% in Maths</p> <p>57% of Black and Ethnic Minority Pupils achieved Level 5 in Reading, 86% in Writing and 71% in Maths</p> <p>Combined APS for White Pupils was 29.4 and for Black and Ethnic Minority Pupils was 32.2</p>																																													
Attendance by gender 2014-15	17% of girls have over 99% attendance and 29% of boys have over 99% attendance (191 pupils)																																													
Participation in the student council by race 2014-15	<p>90% of the student council is White and 10% is Black and Ethnic Minority</p> <p>This is broadly reflective of the school community</p>																																													
Participation in After School Clubs as at Summer 2015	97% of pupils attending after school clubs are not SEND and 3% of children attending are SEND which is broadly reflective of the school community																																													

Workforce information (this is only required for schools with more than 150 staff – but is good practice)

Information	Evidence and commentary
Gender of workforce as at April 2015	<p>91% of our workforce are female and 9% are male</p> <p>We have less men within our employment than the average of the total school workforce</p>
Race distribution of workforce as at April 2015	<p>0% of our workforce is Black & Ethnic Minority and 100% are White British. This is reflective of our local community</p>
Shortlisted candidates by age 2010-11	<p>19% of our candidates are aged under 24</p> <p>17% aged 25-34, 49% aged 35-44</p> <p>11% aged 45-54, 4% aged over 55</p>
Attendance at external training by gender in 2014-15	<p>Of the 21 staff who attended training last year, 19 were female (90%) and 2 were male (10%)</p>
Leavers by gender in 2014-15	<p>5 staff left the school last year, 4 of whom were female and 1 male. This is understandable given the gender representation in the workforce</p>
Sexual orientation	<p>The school does not collect data regarding sexual orientation of staff and currently has no mechanism to engage with this group</p>

Other information (examples highlighted but please note that this is additional information which is not necessarily required)

Information	Evidence and commentary
Attendance at parents evenings 2014-15	100% of parents with known disabilities attended parents evening compared with 80.2% of non-disabled parents
Governor representation as at April 2015	54% Male, 46%Female 100% White, 0% BEM
Volunteers as at April 2015	87.8% Female, 12.2% Male 100% White, 0% BEM

EQUALITY OBJECTIVE(S)

DATE OF PUBLICATION Nov 2015 (NB must be updated at least every four years)

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We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

The objectives should also be read in conjunction with the school's current equality information from which the objective was derived.

Objective 1: Review the attainment and progress of boys each half term to raise the proportions who are achieving higher standards in Reading, Writing & Maths combined.

Objective 2: Review the curriculum to ensure that it enables pupils to appreciate life in a multi cultural Britain

Objective 3: Celebrate different cultures and religions as part of the school Collective Worship experiences to promote interest and tolerance of difference.