



Equality Information and Objectives

ALLEN EDWARDS PRIMARY SCHOOL



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Equality Information and Objectives

Equalities Statement

At Allen Edwards Primary School, we are committed to the United Nations Convention on the Rights of the Child (UNCRC) and have achieved our Gold accreditation through the dedicated work that our community has committed to and will continue to do. We strive to ensure that we are fulfilling the rights of all children by providing them with an inclusive environment where they feel safe and confident enabling them to reach their full potential and prepare them for an ever-changing world.

Article 2	Non-Discrimination	At Allen Edwards, children, staff, parents and governors ensure that children are not discriminated against because of their abilities. All staff work closely together to ensure that strategies and interventions are in place to support children so that they can achieve their full potential and can have equal access to a curriculum that is broad and balanced and meets the needs of them as individuals and within a national framework.
Article 6	Life, Survival and Development	At Allen Edwards, children, staff, parents and governors ensure that we provide a tailored curriculum that meets the needs of all children so that all children develop to their full potential.
Article 23	Children with a Disability	At Allen Edwards, children, staff, parents and governors work tirelessly to increase our children's independence, promote skills that will allow all of our children to develop to their full potential and treat every child with the dignity that they deserve.
Article 29	Goals of Education	At Allen Edwards, children, staff, parents and governors recognise that every child has talents and abilities that need to be encouraged and developed.

Allen Edwards Primary School and Nursery 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 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 children.

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.

Information on Pupils by Protected Characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. These are: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

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)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- 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 to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

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 Allen Edwards 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:

- Adoption of the single equality scheme
- Our behaviour policy ensures that all children 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 pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Listening to and monitoring views and experiences of pupils 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 Share It

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 and pupils in school development priorities
- Listening to parents/carers and ensuring that we have a wide range of parental voice
- Listening to pupils at all times and ensuring we have effective strategies to hear the voice of **all** pupils



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 Allen Edwards Primary School and Nursery is a community hub that provides services to the school as well as the whole community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives

At Allen Edwards Primary School and Nursery, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

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

- Objective 1: To work closely with all children, families, staff, governors and community to review our school practices and inform our priorities
- Objective 2: 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.
- Objective 3: To raise levels of attainment and progress in writing for disadvantaged pupils

Progress Towards the School's Equalities Objectives

Progress towards the school's equalities objectives will be published in July 2023.