



# **Belmont Primary School**

## **Equality Information 2018/2019**

Date approved by governors: .....

Date shared with staff .....

Due for review on: November 2019

# Notice of our compliance with The Equality Act 2010 and Public Sector Equality Duty

The Equality Act 2010 applies to maintained and independent schools in England and Wales and covers all aspects of school life related to how a school treats pupils, parents and carers, employees, volunteers and all members of the community. It requires us to report to you on how we are showing due regard to inequalities within our school. The governors and staff of Belmont Primary School are committed to:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity between those who share a protected characteristic<sup>1</sup> and those who do not
- Fostering good relations between all groups across the school community

Our two specific duties are:

- To publish information to show how we are complying with the Equality Duty
- To publish measurable equality objectives

At Belmont the whole school community works together to eliminate all forms of discrimination, harassment and victimization. Progress towards meeting our equalities objectives is reviewed regularly by the senior leadership team and we have a named governor with responsibility for promoting and monitoring school practices in relation to our statutory duties, our Equality Action Plan, Accessibility Plan and School Improvement Plan.

At Belmont our school population is predominately 'White-British' and there are roughly equal number of boys and girls although this differs in some year groups. We cater for children between the ages of three and eleven years old. Staff, volunteers and governors cover a wide range of ages and include people beyond the state retirement age. The school employs slightly more male teaching staff than the percentage average for a primary school, currently having four male teachers and a male Head Teacher.

We have a lower than average number of children who are eligible for free school meals. Children come from a broad socio-economic background with a minimum of thirty percent coming from outside the school's immediate catchment area.

In February 2018 18% of our children were identified as having special educational needs or disabilities, well below the national average. An Ofsted inspection in November 2017 noted that: Disadvantaged pupils and those who have special educational needs (SEN) and/or disabilities make good progress. Leaders use additional funds well to provide effective support for vulnerable pupils and to foster emotional well-being.'

Our School Improvement Plan is compiled each year in discussion with all staff and governors makes use of comments from parents and pupils and aims to address inequalities that are shown through our data and raised through dialogue with all our stakeholders. Our aim is always to ensure that all children reach their full potential and make good progress. The

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<sup>1</sup> Protected characteristics under the Equality Act 2010 are: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex, Sexual Orientation.

Equality Action Plan (see below) forms an integral part of the school's development planning for the year.

## Equality Action Plan 2018 - 2020

This action plan ensures Belmont Primary School complies with 'The Equality Act 2010' and 'Public Sector Equality Duty April 2012' and is based on information provided in the document 'Equality Act 2010 Advice for school leaders, school staff, governing bodies and Local Authorities update December 2012' published by the DFE.

TARGETS	TASKS	PERSONNEL	Resources/Time	DATE	Review/ Evaluation
1. Further develop monitoring and evaluation procedures in relation to the Equality Act 2010 and PSED 2012	When policies are being developed or reviewed ensure they comply with the Equality Act 2010 and all staff and governors made aware of the implications and responsibilities  Training for governors and staff to raise awareness of the PSED 2012.	Head Teacher and all staff and governors	Staff and team meetings	On-going	July 2020
1b. Develop the role of the equalities governor	Equalities governor to increasingly contribute to monitoring and evaluation of policies and procedures  Governor to engage with staff for CPD, monitoring and discussion.  Engage with pupil voice through attendance at student council meetings and with parents/carers  Regular contributions to governing body meetings	Equalities governor  Staff   Student and parent/carer representatives	   Termly attendance or feedback   Governors' meetings	From September 2017	Termly governor reports  Feedback forms and minutes  Evaluation of impact July 2020
Vulnerable groups, including those on free school meals and groups with protected characteristics to make good progress in core subjects.	Track progress of groups and provide appropriate support where necessary to ensure all make at least good progress	HT, SENDco and all staff	INSET days, Pupil Progress meetings, time for assessments and monitoring	On-going	July 2020
Increase the promotion and fostering of good relations and equality across different racial and faith groups.	Develop the spiritual, social, moral and cultural curriculum.	S, M, S, C leader	Books and other learning resources	From Sept. 2019	November 2019