

Equality Information and Objectives
Information for School Website Public Sector Equality Duty
Updated September 2023

Public Sector Equality Duty

We maintain and publish quantitative and qualitative information showing our compliance with the public sector duty (PSE) set out in clause 149 of the Equality Act 2010. The Equality Act 2010 requires academies 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.

Warmingham Church of England Primary 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

Number of pupils on roll at the school:

Age of pupils: 4 to 11

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

It may be possible to identify individuals from the information provided when the number of pupils with a particular characteristic is low and the information is sensitive personal information. In these cases, we have indicated this by an asterisk*.

Characteristic	Total or %	Additional Information
Number of Pupils	74	Age 4 - 11
Number of Staff	15	1 Principal, 4 Teachers, 4 Teaching Assistants, 2 MDAs, 1 Admin, 1 SMO
Number of Shared Trust Staff	7	1 EHT, 1 SENCo, 1 Pastoral Lead, 1 PE Coach, 3 Admin
Number of Directors	5	
Number of Governors	7	
Religious Character	C of E	
Attainment on Entry	Average	Broadly in line with National Expectations
Stability	96%	
Pupils Eligible for FSM	16%	
Deprivation Indicator	0.12	Quintile 2 (less deprived) of all schools
Disabled Staff	0%	
Disabled Pupils (SEN/LDD)	0%	
Disabled Pupils (no SEN)	0%	
BME pupils	0%	
BME Staff	0%	
Ethnicity	4%	
Pupils who speak English as an additional language	4%	3 children – 1 in KS1 and 2 in KS2
Average Attendance Rate	95.38%	Average for 2022/2023
Significant Partnerships, Extended Provision, etc.	N/A	Rural Church Schools Academy Trust and Middlewich Community Partnership After school clubs run by staff and outside providers
Awards, Accreditations, Specialist Status		Bronze RRSA, Platinum Woodland Trust Green Tree School Award, Gold Sports Award

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 Warmingham Church of England 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:

- 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
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

- Maintaining our status as a Rights Respecting School

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
- 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 Warmingham Primary School is seen as a role model for equality and inclusion within our local community. Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives

At Warmingham Church of England Primary School, 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 raise levels of attainment for all learners, irrespective of race, gender, disability, sexuality, vulnerability, or socio-economic status.

Objective 2: To promote understanding and respect for differences by embedding our Rights Respecting, Global Learning and No Outsiders curriculum.

Objective 3: To promote mental health and well-being through curricular and extra-curricular opportunities.

Objective 4: To develop pupils' spiritual, social, emotional, and moral understanding through promoting strong moral beliefs including British and Christian values.

RCSAT Equality Statement

Vision and Values

Our school makes all members of our school community feel welcome irrespective of race, colour, creed or impairment. Our vision and values promote equality and tackle discrimination.

RCSAT is committed to equal opportunities. Our schools:

- Follow a 'Learning without Limits' philosophy that resists notions that ability is fixed
- Offer a choice of learning challenges
- Respond to children's diverse needs
- Overcome potential barriers to learning and assessment

RCSAT has high ambitions for its disabled pupils and expects them to participate and achieve in every aspect of school life.

Our work is underpinned by our guiding principles:

All learners are of equal value

We see all learners and potential learners and their parents and carers as of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin, or national status
- Whatever their gender and gender identity
- Whatever their religious or non-religious affiliation or faith background
- Whatever their sexual identity

We recognise and respect difference

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of difference of life-experience, outlook, and background, and in the kinds of barrier and disadvantage which people may face in relation to:

- Disability, so that reasonable adjustments are made
- Ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- Gender so that the different needs and experiences of girls and boys and women and men are recognised
- Religion, belief, or faith background
- Sexual identity

We foster positive attitudes and relationships and a shared sense of interconnection and belonging

We intend that our policies, procedures, and activities promote:

- Positive attitudes towards disabled people, good relations between disabled and non-disabled people and an absence of harassment of disabled people
- Positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status and an absence of prejudice-related bullying and incidents
- Mutual respect and good relations between boys and girls and women and men and an absence of sexual and homophobic assessment

We observe good equalities practice in staff recruitment, retention, and development

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion and in continuing professional development:

- Whether or not they are disabled
- Whatever their ethnicity, culture, religious affiliation, national origin, or national status
- Whatever their gender and sexual identify and with full respect for legal rights relating to pregnancy and maternity

We aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- Disabled and non-disabled people
- People who are vulnerable
- People with low socio-economic backgrounds
- People of different ethnic, cultural and religious backgrounds
- Girls and boys, women and men

Society as a whole should benefit

We intend that our policies and activities should benefit society as a whole, both locally and nationally by fostering greater social cohesion and greater participation in public life of:

- Disabled people as well as non-disabled
- People of a wide range of ethnic, cultural, and religious backgrounds
- Both women and men, girls and boys

- Gay people as well as straight

Our Equality Objectives

We develop specific and measurable objectives, based on the evidence we have collected and published and the engagement in which we have been involved. The objectives which we identify take into account national and local priorities and issues as appropriate. We keep our equality objectives under review and report annually on progress towards achieving them.

Context

The children at Warmingham Church of England Primary are taught in mixed aged classes from Year One onwards. The school is open for children from 8:45am until 3:15pm each school day. After school clubs are provided throughout the year. These are either run by school staff or outside providers. During the winter months, we have to hire the village hall to accommodate these, as we do not have our own school hall. The school building is all on ground level. There is an adult toilet suitable for disabled use. The building is well maintained, and all classrooms have disabled access. The village hall is also all on ground level with disabled access and toilets.

Our school is committed to meeting its public sector statutory duties as detailed below. We understand that the duties apply to service delivery and employment and staff management as well as policy development and implementation.

Legal Background - Public Sector Equality Duties

We are committed to meeting the public sector equality duties (PSED)

The Equality Act 2010 protects pupils from discrimination and harassment based on protected characteristics. The protected characteristics for school provision are:

- Age (for staff only)
- Disability
- Ethnicity and race
- Gender (sex)
- Gender identity and reassignment
- Pregnancy, maternity and breast feeding
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for staff only)

At RCSAT we implement accessibility plans which are aimed at:

- Increasing the extent to which disabled pupils can participate in the curriculum
- Improving the physical environment to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- Improving the availability of accessible information to disabled pupils

Disability General Duty – Disability Discrimination Act 2005

We have a statutory duty to carry out our functions with due regard to the need to:

- Promote equality of opportunity
- Eliminate unlawful discrimination
- Eliminate disability-related harassment
- Promote positive attitudes towards disabled people
- Encourage disabled people's participation in public life
- Take steps to take into account people's disabilities

Gender General Duty – *Sex Discrimination Act as amended by the Equality Act 2006*

We have a statutory duty to promote gender equality with due regard to the need to:

- Eliminate unlawful sex discrimination; and
- Promote equality of opportunity and good relations between women and men, girls and boys

Race General Duty – *Race Relations Amendment Act 2000*

We have a statutory duty to promote race equality with due regard to the need to:

- Eliminate unlawful discrimination
- Promote equality of opportunity; and
- Promote good relations between people of different racial groups

Community cohesion duty – *Education and Inspections Act 2006*

In addition to addressing the duties outlined above, our school is committed to taking action on other equality strands (e.g. religion and belief, 'vulnerable' children) and we will also work hard to meet the duty to promote community cohesion. We will increase our focus on helping children and young people to learn to understand others, to value diversity whilst also promoting shared values, to promote awareness of human rights and to apply and defend them, and to develop the skills of participation and responsible action. We are committed to following DfE guidance in providing:

- teaching and curriculum provision that supports high standards of attainment, promotes common values, and builds pupils' understanding of the diversity that surrounds them
- lessons across the curriculum that promote common values and help pupils to value differences and challenge prejudice and stereotyping
- a programme of curriculum-based activities whereby pupils' understanding of community and diversity is enriched through fieldwork, visits and meetings with members of different communities
- support for pupils for whom English is an additional language to enable them to achieve at the highest possible level in English

Specific duties: Disability, Gender and Race

The specific duties ask schools to prepare and publish their policies and plans for meeting the general duties. All the specific duties have informed the production of our equality scheme. Action relevant to disability, gender, race, community cohesion and other diversity strands is specifically identified in the Action Plan.

Our school equality scheme will be published on our website. At RCSAT we will publish information annually about equality.

Roles and Responsibilities

The Board of Governors, supported by the Executive Head Teacher, Principals and staff, is responsible for ensuring the implementation of this scheme.

Commitment to Implementation

The Executive Headteacher retains overall responsibility for ensuring that the action plan is delivered effectively.⁶

Every 12 months, managers and key staff will report to the Executive Headteacher on actions and progress.

All staff are responsible for delivering the scheme both as employees and as it relates to their area of work.

Responsibility for	Key Person
Disability Equality (including bullying incidents)	SENCo
SEN/LDD (including bullying incidents)	SENCo
Children Looked After	Pastoral Manager
Safeguarding & Vulnerable children	Pastoral Manager
Accessibility	Warmingham LGC
Gender equality (including bullying incidents)	Pastoral Manager
Race equality (including racist incidents)	Pastoral Manager
Equality and diversity in curriculum content	All teaching staff
Equality and diversity in pupil achievement	All teaching staff
Equality and diversity – behaviour and exclusions	All teaching staff
Participation in all aspects of school life	All staff
Impact Assessment	Principal
Stakeholder Consultation	Governors
Policy Review	Governors
Communication and publishing	Principal

Commitment to Review

The school equality scheme will be aligned with the School Development Plan and Premises /Accessibility Plan. Its implementation will be monitored within the school's self-evaluation and other review processes as well as being updated at least annually. Following this regular impact assessment, the whole equality scheme will be reviewed at least every four years.

Commitment to Action

Governors will:	
Policy Development	Provide leadership and drive for the development and regular review of the school's equality and other policies.
Policy Implementation	Provide leadership and ensure the accountability of the Headteachers and senior staff for the communication and implementation of school policies. Highlight good practice and promote it throughout the school and wider community.
Behaviour	Provide appropriate role models for all managers, staff and pupils. Congratulate examples of good practice from the school and among individual managers, staff and pupils. Ensure a consistent response to incidents, e.g. bullying cases and racist incidents.
Public Sector Duties	Ensure that the school carries out the letter and the spirit of the statutory duties (and ensuring the provision of 'returns' to the local authority).
Principals and Senior staff will:	
Policy Development	Initiate and oversee the development and regular review of equality policies and procedures. Consult pupils, staff and stakeholders in the development and review of the policies.

Policy Implementation	Ensure the effective communication of the policies to all pupils, staff and stakeholders.
	Ensure that managers and staff are trained as necessary to carry out the policies.
	Oversee the effective implementation of the policies.
	Hold line managers accountable for effective policy implementation.
Behaviour	Provide appropriate role models for all managers, staff and pupils.
	Highlight good practice from faculties, individual managers, staff and pupils.
	Provide mechanisms for the sharing of good practice.
	Ensure a consistent response to incidents, e.g. bullying cases and racist incidents.
Public Sector Duties	Ensure that the school carries out its statutory duties effectively.
Line Managers will:	
Policy Development	Respond to consultation requests by creating opportunities for pupils and staff to share their comments, suggestions and feedback, ensuring that all voices are heard.
Policy Development	Contribute to consultations and reviews.
	Raise issues with line managers which could contribute to policy review and development.
Policy Implementation	Maintain awareness of the school's current equality policy and procedures Implement the policy as it applies to staff and pupils.
Behaviour	Behave with respect and fairness to all colleagues and pupils, carrying out the letter and spirit of the school's equality scheme.
	Provide a consistent response to incidents, e.g. bullying cases and racist incidents.
Public Sector Duties	Contribute to the implementation of the school's equality scheme
Policy Implementation	Implement the school's equality scheme, holding staff accountable for their behaviour and providing support and guidance as necessary Be accountable for the behaviour of the staff team, individual members of staff and pupils.
	Use informal and formal procedures as necessary to deal with 'difficult' situations.
Behaviour	Behave in accordance with the school's policies, leading by example Respond appropriately to the behaviour of pupils and staff, as a whole, and individuals (praising/challenging as necessary).
Public Sector Duties	Contribute to managing the implementation of the school's equality scheme.

All staff: Teaching and Non-Teaching will:	
Policy Development	Respond to consultation requests by creating opportunities for pupils and staff to share their comments, suggestions and feedback, ensuring that all voices are heard.
Policy Development	Contribute to consultations and reviews. Raise issues with line managers which could contribute to policy review and development.
Policy Implementation	Maintain awareness of the school's current equality policy and procedures Implement the policy as it applies to staff and pupils.
Behaviour	Behave with respect and fairness to all colleagues and pupils, carrying out the letter and spirit of the school's equality scheme. Provide a consistent response to incidents, e.g. bullying cases and racist incidents.
Public Sector Duties	Contribute to the implementation of the school's equality scheme.
Policy Implementation	Implement the school's equality scheme, holding staff accountable for their behaviour and providing support and guidance as necessary. Be accountable for the behaviour of the staff team, individual members of staff and pupils. Use informal and formal procedures as necessary to deal with 'difficult' situations.
Behaviour	Behave in accordance with the school's policies, leading by example Respond appropriately to the behaviour of pupils and staff, as a whole, and individuals (praising/challenging as necessary).
Public Sector Duties	Contribute to managing the implementation of the school's equality scheme.

Stakeholder Consultation

Our school is committed to encouraging everyone to contribute to the development and review of all policies and practices affecting the life of the school and its impact within the wider community. We will continue to consult various stakeholders on this scheme and on our policies.

Impact Assessment

All school policies will be equality impact assessed with regard to disability, gender and race at the time of review and issues arising will be carried forward into the equality action plan. A full report of outcomes will be sent to the governors each Autumn term.

Action Plans

Objective 1: To raise levels of attainment for all learners, irrespective of race, gender, disability, sexuality, vulnerability, or socio-economic status.

Category - Race, gender, disability, sexuality, vulnerability, socio- economic status			
Task	Responsibility	Date	Review/Impact Assessment
Survey pupil opinion in school with the support of our Ethos Council and report to GB	KA & SA	Termly	
Review attainment data to ensure that there is no gender bias. Compare key group attainment data with national data and non-key group data. Develop an action plan to address any short comings	SLT & Subject Leaders	Termly	
Develop links with centres of excellence for Pupil Premium so that pastoral care is developed further.	KC (Pastoral Lead)	Autumn 2023 onwards	

Objective 2: To promote understanding and respect for differences by embedding our Rights Respecting, Global Learning and No Outsiders curriculum.

Category – Disability and Ethnic Minority Groups			
Task	Responsibility	Date	Review/Impact Assessment
Collate evidence and then apply for Right Respecting School Silver Award	SA	Spring 2023	

Objective 3: To promote mental health and well-being through curricular and extra-curricular opportunities.

Category – Mental Health			
Task	Responsibility	Date	Review/Impact Assessment
KC to be trained as a ELSA lead	KC	Autumn 2023	
Develop mentoring so that pupils who have been identified with mental health problems have a member of staff to confide in.	KC	Autumn 2023	
Pastoral Manager & SENCo to implement a healthy schools approach to promoting health & well being of all pupils in school, with priorities identified and a clear process of 'planning, doing and reviewing' to achieve the desired outcomes.	KC as Pastoral Manager & Jo Cliffe as SENCo	Autumn 2023	

Objective 4: To develop pupils' spiritual, social, emotional, and moral understanding through promoting strong moral beliefs including British and Christian values.

Category – Spiritual, Social & Moral			
Task	Responsibility	Date	Review/Impact Assessment
Continue to develop links with religious groups/leaders of other faiths	SA	On-going	
Collate evidence and then apply for Right Respecting School Silver Award	SA	Autumn 2023	
Subject leads to ensure British values is being taught and identify opportunities in their subjects where	Subject leaders	On-going through termly	

these values can be demonstrated.		monitoring of planning and the children's work	
Develop the children's roles as courageous advocates so they have the ability to challenge social injustice at a local, national and global level.	SA	Autumn 2023	
Promote and embed a shared definition and vocabulary of spirituality so that all can fluently explain and articulate its impact on themselves and others.	SA	Autumn 2023	