



# NORTH KIDLINGTON SCHOOL

## EQUALITY

### A POLICY STATEMENT

#### Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below :

- age (for employees not for service provision)
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to :

- Publish equality information – to demonstrate compliance with the general duty across its functions (**We will not publish any information that can specifically identify any child or employee**)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions

- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

<b>School Community</b>	<b>Responsibility</b>
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.
Head Teacher	As above including : Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Deputy Head and Senior Teachers	To support the Head as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Non Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated Support colleagues within the school community Ensure that you are aware of your responsibility to record and report prejudice related incidents
Parents	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.

Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Head teacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school
	to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

### **Our Vision**

To be an outstanding, inclusive and caring Community School with a rich and fulfilling curriculum, valuing diversity and inspiring each individual to achieve personal success in an ever changing world.

### **Our Ethos**

At North Kidlington School we pride ourselves on being a learning community with the children at the heart of all we do. We value the uniqueness of individuals by both building on and sharing strengths. We recognise individual qualities and interests and we recognise that learning does not stop in the classroom.

We aim to provide a personalised education which brings out the best in every child and adult and enables all at North Kidlington School to recognise the importance of life long learning.

At North Kidlington School we believe that everyone is still learning and because of this children and staff are encouraged to seek help from others and celebrate our individual qualities. We also believe wholly in the voice of the child and we aim to empower children to take responsibility for their school and their learning.

We ensure that all learning is taught enthusiastically through a range of real and creative experiences, taking into account individual learning styles. We believe that motivation for learning is promoted through a child centred, enquiry based approach which celebrates the success and achievement of all. We work with the children in a safe environment, teaching them the skills required to build positive relationships with

others. Children are taught how to collaborate and work as part of an effective team so that they grow into confident citizens valued for the contribution they make to society.

At North Kidlington School we seek to develop the personal spirituality of children through an exploration of their experiences and feelings. The children are encouraged to develop their sense of curiosity and wonder about the world in order to find meaning, purpose and value.

### **Addressing Prejudice Related Incidents**

Our school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents occur we address them immediately and report them to the Governing Body and the Local Authority using their guidance material. The Local Authority may provide some support.

### **Responsibility**

We believe that promoting Equality is the whole schools responsibility:

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the school's website.

### **Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Head teacher and Governing Body.

### **Monitor and Review**

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit as part of our overall school improvement plan and therefore will be reviewed as part of this process.

Date: July 2017

Date to be reviewed: September 2018 (or as required)





## NORTH KIDLINGTON SCHOOL

**School Characteristics Number on roll: 290 Data correct as of October 2016**

### ETHNIC CATEGORIES

White British	195	Any other white background	31	Any other Asian background	17
Any other black background	1	Any other mixed background	12	Bangladeshi	2
Black-African	3	Any other ethnic group	6	Indian	7
White and Asian	5	White and Black African	2	White and Black Caribbean	5
Pakistani	2	Information not obtained	1	Not Specified	1

<b>Special Educational Needs (SEN)</b>	<b>Percentage %</b>	<b>Actual No.</b>
No Specified Special Educational Need	84.13%	244
SEN Support (K)	14.48%	42
Statemented	1.38%	4

<b>Gender</b>	
Girls	143
Boys	147



## NORTH KIDLINGTON SCHOOL

**School Characteristics Number on roll: 290 Data correct as of October 2016**

### DISABILITY CATEGORIES

Not collected		Needs Medication		Other disability / health problem	
No disability		Problems with Incontinence		* Medication not given at school	
Problems with mobility		Problems with communication	4		
Problems with hand function	1	Problems with hearing			
Problems with personal care	1	Problems with vision	1		
Problems with eating and drinking		Problems with ASD/Aspergers	6		

### RELIGION BELIEF

Christian	132	Muslim	18
No Religion	97	Hindu	8
Roman Catholic	5	Other Religion	4
Not Specified	25	Refused	1

**No information is available on the following protected characteristics:**

- **Gender Reassignment** – due to the age of the children it is felt that this information is not applicable
- **Sexual Identity** – due to the age of the children it is felt that this information is not applicable

# Equality Action Plan

## Attainment

**Equality Objective:** To explore and understand the issues further so that the school can further narrow the gap between children on Free School Meals and NonFree School Meals

**Why:** Our schools statistics last year bear out national statistics in that children on Free School Meals tend to make slower progress than those children on NonFree School Meals in English and Maths (data from KS2 results 2011).

**How:** Continue with our rigorous tracking of children's progress to identify any concerns. Where needed targeted interventions in place to support any children on Free School Meals at risk of falling behind or making slow progress. Regular contact with parents to keep them updated on their child's progress.

**Outcome:** Children on Free School Meals to make accelerated progress, where needed, to ensure no child left behind.

## Attendance

**Equality Objective:** To ensure that Parents / Carers and especially our new entrants in the Foundation Stage Class understand the importance of attending school.

**Why:** Our data shows that our children's attendance is Satisfactory due to holidays across the school taken during term time. (OFSTED 2011)

**How:** During the Summer Term we hold a Parents' Welcome Afternoon. During this session we discuss with parents the importance of children attending school and how non-attendance can impact on learning. The importance of setting up good attendance behaviours from the beginning will also be discussed.

We continue to remind parents that children should not be taken out of school during term time.

**Outcome:** To increase the attendance of our youngest children to 95%. Attendance data for all cohorts will be analysed over the next three years.

## Employment

**Equality Objective:** Ensure we maintain a professional workforce.

**Why:** We want all staff to feel valued and be able to realise their full potential.



How: We will ensure that all staff are given the opportunity to access developmental opportunities.