

## Equality information – October 2020

**Number of pupils on role in the school = 226.**

**Age of pupils = 3 to 11 years.**

Information on pupils with protected characteristics

The Equality Act 2010 protects people from discrimination based on 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
- Children Looked After (CLA)
- 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 identified this by an asterisk\*

Race/ Ethnicity	%
White British	89%
Pakistani	1.8%
Indian	1.3%
White & Asian	4%
White & Black Caribbean	0.4%
Polish	0.4%
White Irish	0.4%
Other White Background	2.2%

**Gender:** male = 120 female = 106

**Pupils eligible for Free School Meals (FSM) = 11.2%**

**Pupils eligible for Pupil Premium Funding – Disadvantaged group: 20.8%**

**Pupils with Special Educational Needs (SEN) : 6.6%**

**Pupils with English as an Additional Language (EAL): 3.1%**

**Young carers: 0%**

### **Children Looked After: 0.8%**

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 consider equality issues in everything that we do at Bolton Brow Primary Academy. '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 our Equality policy and setting our Equality targets.
- Our policies around behaviour 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 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 where necessary
- Ensuring that all pupils can access extra-curricular provision.
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of policies and procedures.

#### **Advancing equality of opportunity between people who share expected characteristics and people who do not 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 always

#### **Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it.**

## **Equality Objectives**

At Bolton Brow Primary Academy, 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 for 2020-21:-

### **1. To have the highest expectations of all our children.**

We believe and expect that all pupils can make good progress and achieve to their highest potential, with the belief that all learners are of equal value. As such, our expectation is that boys and girls will achieve equally high levels and will make equally good progress regardless of whether or not they are disabled, and regardless of their ethnicity, culture, national origin or national status, their religious or non-religious affiliation or faith background and whatever their sexual orientation.

### **2. To raise levels of attainment in core subjects for vulnerable learners.**

We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school. We seek to close any gap in pupil achievement, so that the levels of achievement for those children who are entitled to Pupil Premium Grant are at least in line with all pupils.

### **3. To foster a shared sense of cohesion and belonging, through developing positive attitudes and relationships.**

We want all members of our school community to feel a sense of belonging 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 and whatever their sexual orientation.

*In support of meeting our targets, we rigorously track the progress of all children, including our vulnerable groups, so that we can identify the impact of our teaching and support on children's development.*