



BOCKING CHURCH STREET PRIMARY SCHOOL

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EQUALITIES INFORMATION

On 5th April 2011 the Public Sector Equality Duty (The Equality Duty) came into force into England, Scotland and Wales. This duty replaces the existing race, disability and gender duties.

The 3 aims of the General duty are to:

- 1) **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- 2) **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- 3) **Foster good relationships between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or other activities where their participation is disproportionately low.

Bocking Church Street Primary School has two specific duties in relation to the Equality Duty:

- **To publish equality information annually** to provide as complete and clear picture as possible of how we have due regard to the need to eliminate discrimination and harassment, advance equality and foster good relations, and what we have achieved as a result.
- **To prepare and publish equality objectives at least every four years.**

Protected Characteristics

According to the Equality Law protected characteristics are:

- ❖ Race
- ❖ Disability
- ❖ Sex
- ❖ Gender reassignment
- ❖ Pregnancy and maternity
- ❖ Religion and belief
- ❖ Sexual orientation

For further definitions of these protected characteristics, see Annex A of the 'Equality and Human rights Commission Guide for education providers.' (<http://www.equalityhumanrights.com>)



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Our school has considered how well we currently achieve these aims with regard to the protected equality groups: race/disability/sex/gender reassignment/pregnancy and maternity/religion and belief/ sexual orientation.

In compiling this equality information we have:

- identified evidence already in school of equality within policies and practice and identified gaps.
- examined how our school engages with protected groups, identifying where practice could be improved.
- analysed our effectiveness in terms of equality.

1. SUMMARY OF OUR EQUALITIES EVIDENCE

i) Our vision statement and aims set out the following:

We work to ensure a happy, healthy, fulfilling future for all by:

- *providing a broad and balanced curriculum, which extends into our community;*
- *our commitment to the highest possible standards;*
- *supporting children, and their families, as they aim to fulfil their potential;*
- *aiming to foster concern and respect for each other, nurturing self-confidence, self-esteem and self-motivation in order to prepare for life-long learning.*

ii) Our Child Protection policy, reviewed annually, states that *'Our school is committed to keeping children safe and aims to promote tolerance of and respect for people of all faiths (or those of no faith), races, genders, ages, disability and sexual orientations'*

iii) Our Educational Visits policy states, *'In our school, we seek to ensure that the National Curriculum is delivered to all children, regardless of social background, race, gender or differences in ability. All are entitled to the development of knowledge, understanding, skills, and attitudes.*

To enrich the curriculum for our children, we also offer a range of educational visits and other activities that add to what they learn in school.'

iv) We have a whole-school Equal Opportunities policy.

v) Our Inclusion policy states that *'Bocking Primary School aims to be an inclusive school. This means that equality of opportunity must be a reality for our children. We make this a reality through the attention we pay to the different groups of children within our school:*

- *girls and boys;*
- *minority ethnic and faith groups;*
- *children who need support to learn English as an additional language;*



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- *children with special educational needs;*
- *gifted and talented children;*
- *any children who are at risk of disaffection or exclusion.'*

vi) We have a policy for Looked-After Children

viii) We have a policy for the use of Physical Restraint.

ix) We have a Special Educational Needs (SEN) policy and a named governor responsible for monitoring Special Educational Needs

xii) Our PE policy includes reference to children with protected characteristics.

xiii) We adopt Essex County Council policies for Safe Recruitment.

xiv) We report racist incidents annually. For over 6 years we have had a nil return.

xv) We have effective systems in place to track the achievement of all pupils. Our systems allow us to analyse the achievement and progress of our pupils by different characteristics, for example gender, race or SEN.

2.SUMMARY OF HOW WE CURRENTLY ENGAGE WITH PROTECTED GROUPS

1. The aims, policies and mission statement for Bocking Primary School set out that we are an inclusive school that aims to give equal opportunities to all.
2. Our curriculum promotes friendship and tolerance, particularly through the work we do in PSHCE.
3. Our assemblies and worship also cover themes that encourage children to think and learn about attitudes, respect and needs of those from protected groups.
4. We have detailed, individualised '*One Plans*' for those children with SEN and children with disabilities and exceptional medical needs.
5. We work closely with outside agencies to support children from the protected groups.
6. We have well-trained staff who work with children with specific needs
7. Our whole school approach is inclusive and ensures that all children are included.



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What we have achieved so far:

- ❖ We have had no racist incidents.
- ❖ Our curriculum is fully accessible to all children. Parents are regularly informed of the learning to take place, both in newsletters and through open meetings.
- ❖ We have a School Council with children from all year groups and including those who have a protected characteristic.
- ❖ Our Seven Keys to Success which underpin everything we do, encourage equality.
- ❖ We respect parents' right to withdraw from RE and Collective Worship.
- ❖ We have a trained Teaching Assistant (TA) in level 1 who works with children who need someone to listen to.

Bocking Church Street Primary School - Equality Information

TOTAL NUMBER OF PUPILS	229
Number of boys	114
Number of girls	115
Number of children on SEN register	24
Number of children from ethnic group:	
Black African	1
Hong Kong Chinese	1
Other Chinese	2
White and Asian	1
White and Black African	2
White and Black Caribbean	1
White and any other ethnic group	1
White British	183
White Eastern European	2
White Western European	3
Number of disabled pupils	0

As a small school that employs under 150 staff, equalities information does not have to be published.



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