

MERIDEN CE PRIMARY SCHOOL



Equality Information and Objectives Statement 2021

Equality Act

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

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

In addition to this short statement, we also have a full school policy statement on equality. Please ask for a copy if you would like to see it.

The Equality Act 2010 requires us 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.

Information about the pupil population

Number of pupils on roll at the school: 204 (as at October 2021)

Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. The protected characteristics are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy or maternity and gender reassignment.

Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

Number of pupils with disabilities: 32		
Pupil Special Educational Needs: 42		
	Number of pupils	% school population
Number of pupils with SEN	42	20%
SEN support	37	17%
Statement/EHC plan	5	2%

Ethnicity and Race	% of school population
Any other White background	3%
Any other mixed background	1.5%
Any other Asian background	0.5%
Bangladeshi	1%
Black African	0.5%
Black Caribbean	1%
Indian	3%
Pakistani	0%
White - British	85%
White and Asian	0%
White and Black African	0%
White and Black Caribbean	3%
Not disclosed	0.5%

Gender

Female	96 (48%)	Male	104(52%)
--------	----------	------	----------

Meeting the requirements

Eliminate discrimination/harassment

- We have a school behaviour policy that treats all children fairly and takes into account specific needs.
- We deal promptly and effectively with all incidents of bullying and harassment and keep records of actions.
- We have a SEND policy that outlines school provision.
- All policies relating to the recruitment and employment of staff are in line with Local Authority guidance.
- The school's Values statement emphasises the importance of tolerance and respect which is further promoted through the school's focus on British Values.

Advance Equality

- Data demonstrates that most groups of pupils make progress that is broadly in line with the national value.
- Our Inclusion leader co-ordinates works to meet the needs of any vulnerable pupils.
- Staff training supports specific issues e.g. effective teaching for ASD pupils.
- All pupils have the opportunity to put across their point of view through the School Council.
- Our Accessibility Plan supports our aim to be an inclusive school.
- The above sits within our strong Christian ethos which values all children and adults as a gift from God.

Foster good relations

- Our RE curriculum includes the study of key religious groups within the UK.
- We link with groups, organisations and projects in the local community.
- The school promotes the spiritual, moral, social and cultural development of all pupils through all aspects of the curriculum and school life

Our Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

1. To promote equality and diversity through the challenging of stereotypes and discriminatory behaviour
2. To ensure SEND children are achieving their full potential through rigorous monitoring and tracking of pupils in reading, writing and maths
3. To ensure children from low income and disadvantaged families are achieving their full potential through rigorous monitoring and tracking of pupils in reading, writing and maths