



Stowford School

Equality Challenges and Objectives (Review)

A. Introduction

The Equality Act of 2010 has three aims and they are to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who have a shared characteristic and those who do not

The Leadership Team and Governors at Stowford School will review, annually, how well we achieve these aims with regard to the protected groups under the Equality Act.

We have a duty 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.

B. Pupil related data

There are 409 children in Reception to Year 6, plus 35 part time children in nursery. Most children come from white British backgrounds and speak English as their first language.

There is lower than average deprivation. However housing costs are high in the area and incomes locally are below the national average. The intake is comprehensive with pupils coming from a variety of social backgrounds including a few children living in very challenging circumstances.

- **Pupil premium** - overall, the percentage of children entitled to Pupil Premium (around 10% from Nursery to Y6) is lower than the national average. However, there is variation within the school from year group to year group.
- **Ethnicity** - 99% of pupils are from a white British group.
English as an Additional Language - all children have English as their first language although a small number are bilingual.
- **Special Educational Needs and Disability** - Currently we have 10.5% of the school roll identified as SEND.

We currently have 9 children with statements/Education Health Care Plans (ECHPs) in the school

- **Fixed period exclusions** are rare. Every measure has been put in place to prevent or pre-empt any incidents that may give rise to exclusion. Children and families are supported by the school and through use of other agencies to ensure they are receiving an appropriate education.
- **Attendance** levels are consistently above national average but have been affected by COVID-19 in the last 12 months. Attendance is currently 94.5% at return to school in March 2021.

C. Our main equality challenges

Below is a summary of the equality issues that Stowford School is most concerned about. We have interventions in place to tackle these concerns. We are working hard to reduce gaps in progress and attainment between all groups of children. For these issues we have also set and published equality objectives. You can find details of these at the end of this page. Governors review progress on these targets as part of the School Development Plan.

1. Ensure SEND provision clearly matches and meets children's needs.
2. Raise awareness and understanding of Quality First Teaching.
3. Enable all members of the school community to understand and respect difference.

D. How we demonstrate due regard for equality

1. At Stowford School we have high expectations for achievement and behaviour, a rich curriculum and equality of opportunity.
2. We are aware of the requirements of the Equality Act 2010 that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage. We have a range of different policies that support and reference equality
3. We deal promptly and effectively with all incidents and complaints of bullying and harassment that may include cyber-bullying and prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability. We keep a record of all such incidents and notify those affected of what action we have taken. We provide training to all staff in relation to dealing with bullying and harassment incidents.
4. Our complaints procedure sets out how we deal with any complaints relating to the school.
5. We aim to observe and implement the principles of equal opportunities and non-discrimination in our employment practice.
6. We have procedures to address staff discipline, conduct and grievances.

E. Our Equality Objectives for 2021/2022

1. All children with SEND to achieve their challenging targets.
2. Raise awareness and understanding of Quality First Teaching and how this helps to create equal opportunities to access the curriculum for all learners.
3. To enable all members of the school community to develop a respectful understanding of difference, e.g. cultural, gender, physical and learning and how these differences enrich our lives.

For information regarding FSM pupils please see the current Pupil Premium statement.

Policy date: March 2021

Next Review: March 2022