

Shirley Heath Junior School



Equality Information and Objectives

Approved by: Mrs K. Evans

Date: 22/02/2024

Last reviewed on: 22/02/2024

Next review due by: Information update: annually – 22/02/2025

Contents

1. Pupil Characteristics/Groups Tables.....	3-4
2. Aims.....	5
3. Legislation and guidance	5
4. Roles and responsibilities	5
5. Eliminating discrimination.....	5
6. Advancing equality of opportunity	6
7. Fostering good relations.....	6
8. Equality considerations in decision-making	6
9. Equality objectives	7
10. Monitoring arrangements	7
11. Links with other policies	7

Pupil Characteristics at Shirley Heath Junior School 2023-24

All information below is correct as of 22/02/2024

Count of English as additional language	Total
Total	94

SEN

	Education, Health and Care Plan	SEN Support	None	Total
Year 3	4	70	8	8
Year 4	0	31	18	71
Year 5	2	49	17	22
Year 6	2	39	19	59
Total	8	189	62	160

	Year 3	Year 4	Year 5	Year 6	Total
Any other Asian background	0	2	1	2	5
Any other White background	4	4	3	6	17
Any other ethnic group	3	2	1	1	7
Any other mixed background	0	2	4	2	8
Bangladeshi	0	0	0	1	1
Black - African	0	0	1	0	1
Chinese	5	9	4	8	26
Indian	12	15	14	17	58
Pakistani	11	13	8	13	45
Refused	3	2	0	0	5
White - British	47	60	52	60	219
White and Asian	1	7	0	5	13
White and Black African	0	0	1	1	2
White and Black Caribbean	4	4	1	3	12
Total	90	120	90	119	419

Pupil Numbers										
	Year 3		Year 4		Year 5		Year 6		All Years	
Pupils of this school		90		120		90		119		419
Male	48.89%	44	50.00%	60	52.22%	47	51.26%	61	50.60%	212
Female	51.11%	46	50.00%	60	47.78%	43	48.74%	58	49.40%	207
Single Reg		90		120		90		119		419
Male		44		60		47		61		212
Female		46		60		43		58		207
Total Pupil Numbers (Current)		90		120		90		119		419
Male		44		60		47		61		212
Female		46		60		43		58		207

Key Pastoral Factors										
	Year 3		Year 4		Year 5		Year 6		All Years	
Current Pupils										
Free School Meals	22.22%	20	12.50%	15	21.11%	19	14.29%	17	16.95%	71
English as Additional Language	20.00%	18	22.50%	27	16.67%	15	28.57%	34	22.43%	94
Pupil Premium	22.22%	20	12.50%	15	21.11%	19	15.13%	18	17.18%	72
Medical Condition	32.22%	29	24.17%	29	30.00%	27	27.73%	33	28.16%	118
Service Children			0.83%	1			0.84%	1	0.48%	2
Young Carer	13.33%	12	15.00%	18	21.11%	19	17.65%	21	16.71%	70
SEN Needs	13.33%	12	15.00%	18	21.11%	19	17.65%	21	16.71%	70
SEN Status										

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

5. Advancing equality of opportunity

The school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or pupils who have a particular religion or ethnicity)

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school activities)

In fulfilling this aspect of the duty, the school will:

- Produce attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our School Council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as after-school clubs and sporting competitions
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1: Undertake an analysis of progress and attainment data and trends with regard to race, gender and disability by July, and report on this to the governing body.

Objective 2: Raise progress and attainment in core subjects for vulnerable learners (Disadvantaged, SEND)

Objective 3: Monitor levels of parent and pupil engagement in learning and school life to ensure equality of opportunity and access

9. Monitoring arrangements

The headteacher will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by the Governing Body at least every 4 years.

This document will be approved by the headteacher.

10. Links with other documents

This document links to the following policies:

- Disability and Equality Scheme & Accessibility plan
- Inclusion Policy
- SEN Information Report
- Care Plans for specific individuals
- School Improvement Priorities