



## **Equality Information and Equality Objectives for Framwellgate Moor Primary School**

### **Equality Act 2010 Framwellgate Moor Primary Schools' provision of the public sector equality duty**

**Date: September 2022**

We in Framwellgate Moor Primary School are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the schools provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristics that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

**We will take into account the six Brown principles of ‘due regard’**

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

**Equality Information:**

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

**Staff & Governors:**

Age	Figures change – we comply with our equality duty.
Disability	0% of staff recorded a disability. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any staff member towards gender reassignment.
Marriage & civil partnerships	Figures change – we comply with our equality duty.
Pregnancy and maternity	Figures change – we comply with our equality duty.
'Race' / ethnicity	100% staff gave information Our staff profile comprises: White British, Malay
Religion and Belief / no belief	100% staff gave information Our staff profile comprises: Christian, Church of England, Roman Catholic, Methodist, Agnostic.
Sex – male/female	43 female 2 male staff
Sexual orientation	We support all staff members regardless of sexual orientation

**Pupils:**

Age	We have pupils aged from 2 to 11 years old in our school.
Disability	We ensure reasonable adjustments are made where appropriate.
Gender reassignment (Gender Identity)	We are an inclusive school community and support any student exploring their gender identity.
Pregnancy and maternity	We support any pupils and adjustments are made where appropriate
'Race' / ethnicity	100% pupil gave information Our pupil profile comprises: Pakistani, White British, White and Black African, Dual Heritage, White-European, Asian, any other white background, any other ethnic group, Indian, Chinese, any other mixed background, Black African, white and black caribbean
First language not english (English as an Additional Language)	23.23% Akan-Twi-Fante, Arabic, Urdu, Mongolian (Khalkha), Kurdish, Telugu, Portuguese, Turkish, The languages spoken within our pupil profile are: English, Arabic, Pahari (Pakistan), Romanian, Chinese, Persian – Farsi, Malayalam, Hindi, Kannada, Igbo, Polish, Serbian-Croatian-Bosnian, Marathi, Uzbek,
Religion and Belief / no belief	100% pupil gave information Our pupil profile comprises: Buddhist, Christian, Church of England, Roman Catholic, Muslim, Hindu, Sikh, other religion,
SEND	8.22% pupils identified with a Special Educational Need.
Sex – male/female	54.96% female 45.04% male
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	22.38% pupils eligible for Pupil Premium

**We will update our equality information at least annually**

At Framwellgate Moor Primary School everyone is welcome, safe and can be themselves. We aspire for our children to be happy, well-prepared and well-rounded global citizens.

Our school values are at the heart of our school. We want to be: Fair, Resilient, Ambitious, Mindful, Welcoming, Empathic, Loyal, Listeners, Generous, Active and healthy, Tolerant, Equal

We strive for our school environment to be a stimulating, safe and caring place where everyone can reach their full potential through our ambitious curriculum.

We want our children to enjoy the wealth of opportunities that are on offer at Framwellgate Moor Primary School so that they can truly shine.

### **Equality Objectives**

**2022 - 2025**

Our equality objectives are:

1. To increase pupils' awareness of different family and relationships structures and their understanding of these.
2. To increase pupil's awareness and understanding of other cultures. Develop the school Cultural Capital.

We will strengthen our international links through developing and deepening our links internationally with a specified coordinating team to seek opportunities. Currently involved a Connecting Classroom project with Durham University with lectures from across the globe.

3. To ensure the opinions of all are heard, regardless of age, in the life of the school.

Pupil voice is vital to both pupil well-being and pupils' development as active citizens.

We will develop and extend pupil voice in decision making and school improvement through the Shiny Groups, pupil work scrutiny question sessions.

4. To embed the philosophy of accepting everyone being themselves.

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

*'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'*

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage is often more appropriate

**Headteacher:** Bethan Smith

**Chair of Governors:** Pat Nelson

**Date:** September 2022