



Dishforth Airfield Primary School

Equality Information and Objectives

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation of diversity.

Aims to eradicate discrimination

We believe that a greater level of success for pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- being respectful
- always treating all members of the school community fairly
- developing an understanding of diversity and the benefits it can have
- adopting an inclusive attitude
- adopting an inclusive curriculum that is accessible to all
- encouraging compassion and open-mindedness

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the seriousness it deserves. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put in place which is fair, firm and proportionate.

Our pupils are taught to be:

- understanding of others
- celebratory of cultural diversity
- eager to reach their full potential
- inclusive
- aware of what constitutes discriminatory behaviour

The school's employees will not:

- discriminate against any member of the school community
- treat other members of the school community unfairly

The school's employee's will:

- promote diversity and equality
- encourage and adopt an inclusive attitude
- lead by example

Equality and dignity in the workplace – protected characteristics

We do not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity

- Race
- Religion or belief
- Sex
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

Monitoring Arrangements

The Head teacher and Governors will update the equality information they publish, at least every year.

This document will be reviewed and approved by Governors at least every 4 years.

Objectives

Dishforth Airfield Primary School formulates and publishes specific and measurable objectives, based on the evidence which has been collected. The objectives identified take into account national and local priorities and issues as appropriate. Dishforth Airfield Primary School continually reviews its equality objectives and reports annually on progress towards achieving them.

Schools need to publish information showing how they are meeting their duty to have due regard for equalities, and to publish objectives which show how they will better their performance in this area -see **Appendix A**.

Staff Development and Training

All staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Appendix A: Equality information and objectives

In everything we do at Dishforth Airfield Primary School, we take account of how we can get rid of discrimination, give children an equal chance, and encourage everyone to get along.

Dishforth Airfield Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Equality Information

Number of pupils on roll at the school: **111**

Age of pupils: **3-11**

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination based on protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

To ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

Information on other groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group

- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

It may be possible to identify individuals from the information provided when the number of pupils with a characteristic is low and the information is sensitive personal information. In these cases, we have indicated this by an asterisk*.

Race/Ethnicity	%
White and Asian background	1
Any other Black background	8.11
Any other ethnic group	8.11
Any other mixed background	1
Bangladeshi	1
Black - African	4.5
Black Caribbean	2.7
Indian	1
Refused	3.6
White - British	67.57
White - Irish	0
White and Asian	1
White and Black African	0
White and Black Caribbean	0

Gender: 44.14% male, 55.86% female

Pupils eligible for Free School Meals (FSM): 8.1%%

Pupils with Special Educational Needs (SEN): 25.2%

Pupils with English as an Additional Language (EAL): 14.41%

Young carers: 0%

Looked after children: 0%

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for

pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

At Dishforth Airfield Primary School, we are committed to every member of staff having a clear understanding of equality matters. The Headteacher has been allocated special responsibility for ensuring this.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we consider equality issues in everything that we do at Dishforth Airfield Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010. We eliminate discrimination by:

- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Ensuring that our pupil premium strategy targets the needs of our disadvantaged pupils and supports them in their learning and with wider opportunities.
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils could access extra-curricular provision

Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Using the information, we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times.

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it We foster good relations by:

- Ensuring that Dishforth Airfield Primary School is seen as a community school within our local community
- Ensuring that equality, diversity and inclusion are embedded in the curriculum and in collective worship.

Equality Objectives

At Dishforth Airfield Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socioeconomic background.

To further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives: -

Objective 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To ensure that children who are disadvantaged achieve at least ARE and in line with their peers, particularly in Reading, Writing and Maths.

Objective 3: To ensure that all children have equal opportunities, as directed by our opportunities pledge.

Signed:

Mrs J M Lyon (Headteacher)

Mr J Brown (Chair of Governors)

Date: February 2024