

## Hall Orchard Barrow CE Primary School (Academy) Equality Information and Objectives Statement

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.

Hall Orchard CE 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.

### **Eliminating discrimination and other conduct that is prohibited by the Act**

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Hall Orchard CE 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:

- Adoption of the single Equality Scheme
- Our behaviour and anti-bullying policies ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist and homophobic 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
- Promoting a respect for the religious beliefs and practice of all staff, pupils and parents and comply with reasonable requests relating to religious observance and practice
- 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 have the opportunity to 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
- Listening to parents/carers
- Listening to pupils

**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 Hall Orchard CE Primary school is seen as the village school for Barrow upon Soar
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

**Equality Objectives 2020 to 2023**

**Equality Objective 1:**

To close the gap in attainment between boys and girls for the 2019/20 Year 1 cohort in Reading, Writing and Maths as follows:

Subject	Gender gap			
	2018/19	2019/20	2020/21	2021/22
Reading	26%	20%	15%	10%
Writing	35%	30%	20%	10%
Maths	15%	10%	5%	0%

This will be achieved through regular monitoring and data analysis which in turn impacts on the curriculum provision to motivate and challenge boys.

**Equality Objective 2:**

The attendance between pupils with protective characteristics and non will improve year on year to meet a target of 96% by the end of academic year 2021/2022. This will be achieved through regular monitoring and data analysis.

**Equality Objective 3:**

By the end of 2021/2022 pupils with protective characteristics will be accessing extra-curricular activities in-line with all pupils. This will be achieved through monitoring and data analysis, and organising extra-curricular activities to meet the needs and interests of identified pupils.

Adopted January 2020  
 Reviewed January 2022  
 Review January 2023

