

# Dordon Primary School



## Equality Information

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# **Dordon Primary School**

## **Public Sector Equality Duty (Updated July 2022)**

### **Public Sector Equality Duty**

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.

Dordon 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: 198

Age of pupils: 3 to 11

### **Characteristics of Dordon Primary School**

Dordon Primary School is a small primary school situated in North Warwickshire on the outskirts of Tamworth. The school catchment includes one of the most deprived wards in the borough and faces considerable socio-economic challenges; the catchment has significant levels of deprivation. Most pupils are of White British heritage with only 5% speaking English as an additional language, which has remained stable in recent years. The percentage of children eligible for free school meals is above the average for the Borough.

In July 2022, no children on the child protection register, six classed as Child In Need and five children in families subject to Early Help, two children formerly in care. However, these figures are constantly changing.

Unfortunately, domestic violence, drug and alcohol abuse, neglect and poor housing are factors that frequently have to be overcome. Pupil mobility has slowed; in 2020-21 16 pupils were accepted for an in year transfer. In 2021-22 this is 18 children.

Such mobility often has a dramatic impact on continuity and progression of education for individual pupils.

The percentage of children eligible for free school meals is above the average. In January 2020, 61 children were entitled to PPG (31%) 55 of these are currently in receipt of FSM. 35 children (18%) were on the school's SEN register, 7 with an Education, Health and Care Plan (EHC Plan). In addition, 46% of the pupils on the SEN Register were also entitled to PPG

### **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 Dordon 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 relational (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
- 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
- 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 Dordon Primary School is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.