



Equality Information and Objectives

Templenewsam Halton Primary School

Public Sector Equality Duty (June 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

Templenewsam Halton Primary school is an inclusive school where we strive for the well being and progress of every child and all the members of the school community have equal worth.

The Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people.

It 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:

- ⑩ All learners have equity of access and voice
- ⑩ We respect and recognise difference
- ⑩ We foster positive attitudes and value cohesion and a sense of belonging
- ⑩ We observe good equalities practice in recruitment, retention and development.
- ⑩ We have a commitment to removing barriers and inequalities which already exist.
- ⑩ We have the highest expectation on all children and staff.

Equality Information

Number of Pupil on Role: 454

Age of Pupils: 3 to 11.

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person is likely to have several of the protected characteristics, so the Act protects everyone against unfair treatment. In order 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) and those in receipt of the Pupil Premium Grant (PPG)

Pupils with Special Educational Needs and Disability (SEND)

Disadvantaged learners

Pupils with English as an Additional Language (EAL)

Young carers

Children who are looked after

Other vulnerable groups

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.

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 Templenewsam Halton Primary School.

'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

All colleagues complete the National College Online training on Equality and diversity annually.

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 Policy Statement

Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying Reporting, responding to and monitoring all hate 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

The Templenewsam Halton Curriculum which celebrates diversity and champions equality.

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 and experience an enhanced curriculum offer (trips, residential etc)

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

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 Templenewsam Halton Primary School is seen as a community learning centre within our local community.

Community is one of the drivers on our inclusive curriculum

Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Ensure that restorative practice is used to build relationships and support the resolution of all issues.

Commitment to decolonising the curriculum and ensuring the children learn about the world in a non-judgmental and balanced way.

Equality Objectives

At Templenewsam Halton 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 socio-economic background.

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

- ⑩ To refine our curriculum offer to ensure that Equality and Diversity is included, considered, taught and learned.
- ⑩ To adapt our wider curriculum in order to meet the needs of pupils with SEND or barriers to learning.
- ⑩ To engage our local community with life inside our school, in particular those from diverse backgrounds.
- ⑩ To provide our children with opportunities beyond our school community, through links with other schools with a different demographic profile using a wide variety of high quality resources to support teaching and learning.