



Equality Information and Equality Objectives for Chilton Academy

Equality Act 2010 Chilton Academy's provision of the public sector equality duty Published: October 2019

'Chilton Academy & Nursery – where everyone C.A.N.'

At Chilton Academy, we are committed to equality. We aim for every pupil to fulfil their potential regardless of background or personal circumstances.

Our academy core values of *Respect, Tolerance, Inspiration, Determination, Friendship, Equality, Courage, Excellence and Tolerance* fully promote the inclusion of all.

We embed the 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.

AT Chilton Academy, we understand that 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'/academies' 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 characteristic 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.

Pupils: NB - Information correct as Oct 2019

Age	<i>We have 294 pupils on-roll aged from 3 to 11 years of age in our school.</i>
Disability	<i>4% of pupils are recorded with a disability. We ensure reasonable adjustments are made where appropriate.</i>
Gender reassignment	<i>We support any pupil towards gender reassignment.</i>
'Race' / ethnicity	<i>98% of pupils gave information Our pupil profile comprises: White British, White and Black Caribbean, White-European, Chinese, Asian and White-Irish.</i>
EAL (English as an Additional Language)	<i>1.3% EAL The languages spoken within our pupil profile are: English, French, Punjabi, Mandarin etc.</i>
Religion and Belief / no belief	<i>92% pupil gave information Our pupil profile comprises: Christian, Church of England, Roman Catholic, Sikh, Buddhist, no religion.</i>

SEND	<i>13% of pupils are identified with a Special Educational Need.</i>
Sex – male/female	<i>56% female 44% male</i>
Sexual orientation	<i>We support all pupils regardless of sexual orientation</i>
Pupil Premium	<i>34% pupils eligible for Pupil Premium</i>

We will update our equality information at least annually and publish on the school website.

Equality Objectives 2019 – 2023

- To promote understanding and respect for differences.
- To narrow the pupil premium and gender gaps where they exist in the core skills and wider curriculum within *all year groups/classes*.
- To improve provision for SEND pupils to ensure equal access to all learning opportunities across the curriculum and in order to narrow progress gaps between SEND and Other pupils.
- To provide training for all staff and governors on equality and diversity

We will update our equality objectives every four years and publish them on our school website.

We will review progress on these objectives annually and the record of outcomes will be held within the academy.

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: *Mrs. A. A. J Pybus-Coates*

Chair of Governors: Mr. A Couthard

Date: October 2019