

# Equality Objectives

## Grange Park Primary School

### Equality Information and Objectives - Information for school website

#### Public Sector Equality Duty- 2019-2023

#### 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.

Grange Park 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: 438 (495 including Nursery)

Age of pupils: 3 to 11

### **Characteristics of Grange Park Primary School**

Grange Park Primary School is a larger than average primary school in Telford. The school catchment includes one of the most deprived wards in the borough and faces considerable socio-economic challenges; the catchment is amongst the 10% most deprived neighbourhoods in the country as shown by the Income Deprivation Affecting Children Index. Most pupils are of White British heritage with 23% speaking English as an additional language, which has increased significantly in recent years. The percentages of children eligible for free school meals is above the average for the Borough.

In June 2019, nine children were in care, seven children were on the child protection register and sixteen children in families subject to Early Help Assessment (CAF) and Early Help Support Plan (TAF) procedures. 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 is high; in 2016 – 2017, 52 children joined the school, in 2017-2018, 25 children joined the school and in 2018-2019, 26 children joined the school. Such mobility often has a significant impact on continuity and progression of education for individual pupils.

The percentages of children eligible for free school meals is above the average for the borough. In June 2019, 155 children were entitled to PPG (35%). 147 children (34%) were on the school's SEN register, 9 with an Education, Health and Care Plan (EHC Plan). In addition, 51% of the pupils on the SEN Register were also entitled to FSM.

### **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 Grange Park 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 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 Grange Park 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.

**Equality Objectives**

At Grange Park 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:-

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 raise levels of progress and attainment in core subjects for all groups, particularly for vulnerable and disadvantaged learners.

Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.