

Annex 2: William Law Ce Primary School

Equalities Information

Academic Year 2018/19

The Public Sector Equality Duty 2010 has three aims under the general duty for schools, academies and settings:

- 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.** By removing or minimising disadvantages suffered by people due to their protected character.
- 2. Advance equality opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where there are different from the needs of other people
- 3. Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Our school has considered how well we currently achieve these aims with regard to nine protected equality groups: race/disability/sex/gender reassignment/age/pregnancy and maternity/ religion and belief/sexual orientation

In compiling this equality information we have:

- identified evidence already in school of equality within policies and practice then identified gaps**
- Examined how our school engages with protected groups, identifying where practice could be improved**
- Analysed our effectiveness in terms of equality**

- 1. Summary of our equalities evidence**

- The evidence we hold on children about equality tells us:
 - About 74% of pupils are from a White British heritage and the other 26% are from other ethnicities
 - Our largest group from other ethnicities is Pakistani
 - Our smallest ethnicity group is White Irish traveller
 - The total population of our school is made up of 55% boys and 45% girls
 - 7% of the school population is classed as Special Education Needs Children
 - There are 8 children who have a disability
 - 16% of children on Role have English as a Second Language
 - 22% of the school population is EFSM
 - 11% of children are actually now FSM
 - 64% of our children attending the school are Christian and are the largest represented religious group
 - The lowest represented main religion is Sikhism

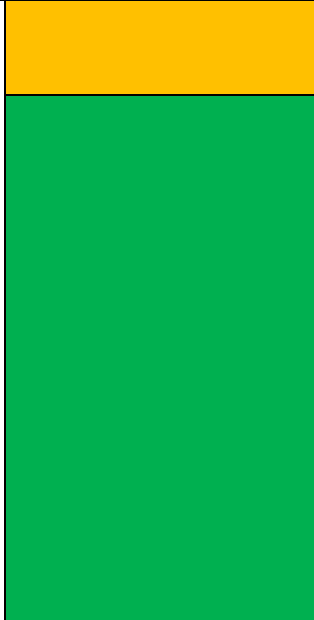
- At William Law we engage protected groups by:
 - Careful monitoring and tracking of pupils to ensure that no protected group is disadvantaged from one another
 - Setting up interventions to support progress of children from protected groups as necessary
 - Value and develop the whole child
 - Promote respectful relationships through PSHE lessons, buddy system and house point system
 - Provide a balanced and broad curriculum that takes into account different cultures, religions and beliefs
 - Use the Christian Values as a basis of our own values to develop respectful, caring and loving children

William Law CE Primary Equalities Objectives and Action Plan

Date of Publication: January 2019 (Updated every 4 Years)

Objective	Which protected Group does it involve?	Actions with timescale	Led by	How we will know we have achieved it?	Rating (Red/Amber/Green)
To ensure that Sex and Relationship education and PSHE is updated in line with the September 2019 guideline.	Sex Marriage and Civil Partnership Gender Reassignment Sexual Orientation	<ul style="list-style-type: none"> • Devise a PSHE curriculum for the school, which is relevant to William Law and the 21st century- Mar 19; • Share curriculum with a working party of staff, governors and parents for consultation- May 19; • Meet with SLT for final approval- Jun 19; • Training for staff on PSHE curriculum- Sept 19 	<ul style="list-style-type: none"> • Darren Smith, Rachel Collins and Katie Byrne 	<ul style="list-style-type: none"> • Curriculum ready for implementation in Sept 2019. 	<div style="background-color: red; height: 20px; width: 100%;"></div> <div style="background-color: yellow; height: 20px; width: 100%;"></div> <div style="background-color: green; height: 20px; width: 100%;"></div>
To ensure that the PSHE curriculum is relevant and tackles discrimination;	Sex Disability Marriage and Civil Partnership Gender Reassignment Sexual Orientation	<ul style="list-style-type: none"> • Devise a PSHE curriculum for the school, which is relevant to William Law and the 21st century- Mar 19; • Share curriculum with a working party of staff, governors and 	<ul style="list-style-type: none"> • Darren Smith, Rachel Collins and Katie Byrne 	<ul style="list-style-type: none"> • Curriculum ready for implementation in Sept 2019. 	<div style="background-color: red; height: 20px; width: 100%;"></div> <div style="background-color: yellow; height: 20px; width: 100%;"></div>

		<p>parents for consultation- May 19;</p> <ul style="list-style-type: none"> • Meet with SLT for final approval- Jun 19; • Training for staff on PSHE curriculum- Sept 19 			
To ensure that as a school homophobic and transphobic bullying is being addressed.	Gender Reassignment Sexual Orientation	<ul style="list-style-type: none"> • DS to do a PSHE lesson with class, who has a gender questioning pupil in, about difference and an age appropriate take on trans people; • Assembly to yr 3 and 4 about difference and touching on trans pronouns; • Assembly to Yr 5 and 6 pupils in relation to trans people and appropriate language; 	<ul style="list-style-type: none"> • Darren Smith 	<ul style="list-style-type: none"> • Incidents of trans children, reported to SLT, are dealt with effectively; • Trans pupils reports that incidents have reduced. 	
To ensure equal access of opportunity for staff regardless of their protective characteristic.	Sex Marriage and Civil Partnership Gender Reassignment Sexual Orientation	<ul style="list-style-type: none"> • DS to update Whole School Equality Policy to include a list of things that are done for all staff when celebrating life events e.g. marriage, births, family etc- Dec 18; 	<ul style="list-style-type: none"> • Darren Smith 	<ul style="list-style-type: none"> • Policy updated to reflect staff as well as pupils; 	
To ensure staff and governors have adequate training to	Gender Reassignment Sexual Orientation	<ul style="list-style-type: none"> • Diocese to deliver training on, 'Valuing 			

<p>address issues of homophobic, biphobic and transphobic bullying</p>		<p>All God's Children' for teachers and governors- Nov 18;</p> <ul style="list-style-type: none"> • DS to complete training with TAs on 'Valuing All God's Children'- Dec 18; • CC to deliver 'Valuing All God's Children.' Training with midday supervisors; • Training on supporting transgendered pupils in school; • Equality and Diversity training for staff and governors- Sept 19 	<ul style="list-style-type: none"> • Liz Younman (Assistant Director Diocese); • Darren Smith • Chloe Coles- Mar 19 • Gendered Intelligence- Jan 19 • Darren Smith- Sept 19 	<ul style="list-style-type: none"> • All training completed by Sept 19 	
<p>To provide support for pupils who are questioning their gender identify.</p>	<p>Gender Reassignment</p>	<ul style="list-style-type: none"> • 1:1 mentoring provided by Gendered Intelligence; • Support the family of the child; • Gendered intelligence to do a year 4 specific assembly on transgender people with workshops afterwards. 	<ul style="list-style-type: none"> • Darren Smith 	<ul style="list-style-type: none"> • Child is happier in school 	