

Equality Objectives

2023 - 2024

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 those who do not.

Beam County 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.

The Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality, and fostering good relationships between individuals. 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, relationships, and a shared sense of cohesion and belonging.
4. We observe good equality practices 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 (25.09.23)

Number of pupils on roll at the school:	604
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 has 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)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Looked after children (LAC)
- Other vulnerable groups

Ethnicity

This school has 16 out of 19 possible ethnic groups.

Those with 6% or more are:

Asian or Asian British – Bangladeshi – 14% (83)	White any other white background – 15% (89)
Black African – 27% (164)	White-British – 6%

Gender

52.2% male	47.8% female
-------------------	---------------------

Pupils eligible for Free School Meals (FSM): 133 children	Looked After Children: 1 child(ren)
Pupils with Special Educational Needs (SEN) : 90 children (not including the Early Years)	Pupils with English as an Additional Language: 452 children
Children with EHCP 5 children (18 in progress, 21 further applications to be made).	

Through rigorous tracking and monitoring of individuals and of all 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 demonstrates that we carefully consider equality issues in everything we do at Beam County 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 by being 'Respectful'
- Reporting, logging to and responding to 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 the views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Listening to parents/carers
- Listening to pupils at all times

Fostering good relations

We foster good relations by:

- Ensuring that Beam County Primary is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum

Equality Objectives

At Beam County 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 attainment in core subjects for vulnerable learners – lowest 20% and to ensure that by the end of KS2, we are above the national average for our highest attainers.

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

Progress Made:

- We promote positive messages about equality and diversity through corridor displays (e.g., protected characteristics), assemblies, visitors, and whole school events.
- We strive to build emotional regulation and resilience in all to promote positive mental health and wellbeing.
- Our curriculum includes opportunities for all pupils to understand and celebrate diversity and difference.
- Race and Social Justice leads – our school is one of the founding members of the Race and Social Justice group.
- We promote a whole school ethos and values that challenge prejudice-based discriminatory language, attitudes and behaviour.
- We provide opportunities for pupils to listen to various opinions and empathise with different experiences.
- Greater use of the Pupil Parliament group on particular equality-related issues in school
- Our new data tracking system (Go4Schools) enables teachers to focus even more precisely on identifying and addressing gaps in progress between boys and girls.
- We use summative and formative assessments to quickly identify children at risk of not meeting the expected standard in one or more subjects and put in place support in addition to first-quality teaching (e.g., one-to-one tuition, small group booster, etc.).
- A diverse range of books is purchased for class libraries so that children understand and value the diversity surrounding them and challenge prejudice and stereotyping.
- We regularly consider the impact of our curriculum to ensure that it promotes awareness of individuals' rights and develops the skills of participation and responsible action.
- We will continue to work with outside agencies and other schools where appropriate to ensure that every opportunity is taken to promote and advance equality.
- Regular reminders during weekly staff meetings are given new and existing staff to ensure that they are aware of the process for reporting and following up on any incidents of bullying.