



SOUTH END JUNIOR SCHOOL

Equality information and objectives

2016

At South End Junior School we seek to value everyone, and our school is committed to equality in practice.

It is unlawful for a school to discriminate by treating someone less favourable because of their:

Sex,
Race,
Disability,
Religion or belief,
Sexual orientation,
Gender reassignment,
Pregnancy or maternity,
Age (as an employer and provider of goods or services but not applicable to pupils).

The Equality Act 2010 brings together previous legislation concerned with Race, Gender and Disability. It requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination (direct or indirect), 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

EQUALITY INFORMATION

We know our school because we regularly collect information about ourselves in a variety of ways and other people help us to do this. We have analysed a wide range of information to analyse the effects of our policies on protected groups. This has included:

- raise online data
- attainment data
- progress analysis
- free school meal and analysis of disadvantage funding
- satisfaction ratings from questionnaires
- incidents of bullying
- equality incident reports
- complaints information
- attendance levels
- access arrangements
- take up rates for activities
- OFSTED reports
- SEF

We have used data and other information about our school as a common sense measure to determine the effects of a policy, practice or project on different groups. From this we have found that:-

- Boys at the school do less well in writing than girls
- Boys in Y5 do less well in reading than girls
- Barriers faced by our pupils with behavioural, emotional and social difficulties may mean that they do not take up as many opportunities as our other pupils, including PP tuition
- We do on occasion have bullying/incidents relating to equality

Our equality information will be up-dated and published annually.

EQUALITY OBJECTIVES

EQUALITY OBJECTIVE: Raise the attainment of boys in writing

Why: To narrow the gap in attainment that exists between boys and girls

How: School Excellence Plan focusing on planning, resources, assessment, tracking, parental engagement and enjoyment, using curiosity shop and focussing on boy friendly genre.

Outcome: Improved standards in line with results achieved in reading, writing and maths whilst achieving age related expectations.

EQUALITY OBJECTIVE: Advance equality of opportunity

Why: To increase the social and emotional skills for pupils with behavioural, emotional and social difficulties (BESD)

How: Train staff/Pastoral Support assistant to deliver small group work sessions to support targeted pupils in developing social and emotional skills

Outcome: The barriers faced by pupils with BESD will be reduced.

EQUALITY OBJECTIVE: Build commitment in the whole school community to the essential balance of responsibilities and rights, including the right not to be subjected to hate crime.

Why: To embed work started and ensure that the impact of using derogatory terms to describe people from within protected characteristic groups is understood.

How: Continue to develop our Values based philosophy through the introduction and promotion of the 'South End Signature' Through assemblies, PSHE and Pastoral Support Assistant – work with our children in promoting positive attitude towards different groups in our community and to develop understanding of different types of bullying.

Outcome: Equality related incidents/bullying will be reduced.

EQUALITY OBJECTIVE: To embed the new legislation as a Staff and Governing Body.

Why: To ensure compliance and share commitment to our values throughout the whole school and community.

How: Ensure that all staff and governors are aware of the legislation and the school's objectives. Ensure that specific staff are aware of their particular role in delivering specific objectives. Feedback to Governing Body L & M Committee.

Outcome: The school will comply with the legislation and the objectives, and in turn desired outcomes, achieved.

Our equality objectives will be reviewed and published at least every 4 years.