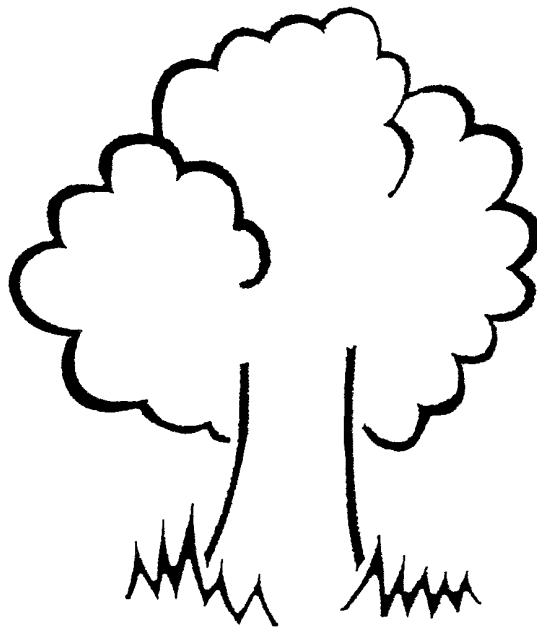


# Equality Information and Objectives

# 2021

*Banks Road Infant and Nursery School*



# Equality Information and Objectives 2021



## ▪ INTRODUCTION

The Equality Act 2010 contains the Public Sector Equality Duty (PSED). This is sometimes referred to as the “general duty” and extends schools’ equality duties to all people, children and adults alike, with “protected characteristics” (race, disability, gender, religion and belief, age, marital status, sexual orientation, gender re-assignment and pregnancy). This duty came into effect in April 2011.

Banks Road Infant and Nursery School is committed to equality and diversity, both in employment and education provision. We aim to ensure that all stakeholders are treated fairly, and with dignity and respect.

In carrying out our duties, we have “due regard” to:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not share it.
- Fostering good relations across all characteristics and between people who share a protected characteristic and those who do not share it.

“Due regard” means that leaders in school must be aware of the duty when making decisions and must assess whether those decisions will affect people with “protected characteristics”.

School leaders should consider equality implications when writing policies and the duty must be integrated into the carrying out of all the school’s functions.

Banks Road Infant and Nursery School is committed to tackling discrimination and unfairness. It also recognises that other factors affect equality of opportunity, including financial income, housing, family structure, immigration status etc.

The Head Teacher and Governing Board will continually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010.

## ▪ EQUALITY INFORMATION FOR BANKS ROAD INFANT AND NURSERY SCHOOL

As of May 2021, there are currently

- 169 pupils on roll in main school and 32 in the Nursery

Of these children,

- 105 are boys
- 96 are girls.
- 22 of the children have English as an Additional Language (EAL),
- 39 children have a special educational need or disability (SEND).
- 19 children are eligible for FSM
- 14 children are Service children
- There are 13 community languages spoken in the school.
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▪ **BANKS ROAD INFANT AND NURSERY SCHOOL EQUALITY OBJECTIVES FOR 2021-2022**

Our schools vision clearly reflects our commitment to fully including, respecting and supporting all members of our school community, whatever their cultural background, belief, gender, race, need or disability. We aim to challenge and eliminate any inequalities which may arise. Having referred to and analysed our equality information, we have set ourselves the following objectives for 2021 -2022:

1. Ensure that all children arriving in Nursery or Reception with little or no English are supported to make rapid progress in Communication and Language, therefore enabling them to access the curriculum and achieve at least expected age related development in all areas of learning.
2. Increase community and parental engagement and continuing to build on our existing programme of multi – cultural events to celebrate diversity (to include seeking the views and ideas of parents/carers).
3. Promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community. Ensure all children visit places of worship as part of RE curriculum.
4. Close gaps in attainment and achievement between and all groups of pupils; especially boys and girls, pupils eligible for free-school meals, pupils with special educational needs and disabilities, looked after children and pupils from different heritage groups.
5. Ensure that all policies and procedures reflect current legislation and best practice.