



Equality Objectives

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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.

The **Equality Act 2010** clearly states that the following groups must be addressed. People identified in the following groups are considered to have a protected characteristic and must be considered when publishing information:

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender

There are also 2 other protected characteristics that schools do not have a direct duty:

- Age
- Marriage and Civil Partnership

New City 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 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 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:

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)
- Young carers
- Looked after children
- Other vulnerable groups

*Information taken from Arbor MIS

Groups		New City %
Number on roll	Total on roll 637	
Gender	Girls	52%
	Boys	48%
Pupils eligible for Free School Meals (FSM)		23%
Pupils eligible for Pupil Premium Funding – Disadvantage group		25%
Pupils with Special Educational Needs (SEN)		12%
Pupils with English as an Additional Language (EAL)		70%
Young carers		0%
Looked after children		0.5%
Ethnicity Groups that represent 5% or more of the overall cohort	Bangladeshi	27%
	Pakistani	15%
	White Eastern European	11%
	Other Black African	10%
	Indian	8%
Any other mixed background		5%

Through rigorous tracking and monitoring of individuals and of all the 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 aims to demonstrate that we consider equality issues in everything that we do at New City 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, 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 views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- ✦ Ensuring participation of parents/carers and pupils in school development
- ✦ Listening to parents/carers
- ✦ Listening to pupils at all times

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

The school provide outstanding access to education and to promote achievement and attainment for everyone who comes to our school through:

Teaching and Learning:	Ongoing Staff training and induction programme Improvement in pupil resources Parent workshops Increase in provision for After School Clubs Rigorous monitoring and assessment procedures Educational visits Links with Into University
Admissions and Transfer:	Admissions team and tracking procedures Parent coffee mornings Parent Mornings in EYFS Y6 Transition programme
Participation:	Non-gender traditional subjects DTD focus groups Music lessons Use of the school's family centre

Student progress:	Learning Mentors Survey Monkey and pupil Voice Year 6 tuition, booster classes and Easter school Pupil progress meetings Half termly and annual reports. Parents evenings Marvellous ME
Flexible curriculum arrangements	Homework clubs Reasonable adjustments for children with SEND.

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We want our school community to be a welcoming and comfortable environment for all who come here. We want to foster an open environment where people feel they are being treated with dignity and respect.

We foster good relations through the following:

Social and Emotional Wellbeing:	Buddy systems/ Peer Mentors Planned PSHE programme Surveys School counsellor Learning Mentors Staff appointed Mental Health First Aider
Student Voice:	School Council promotion Peer Mentors Pupil conferences Survey Monkey
Positive Imagery:	Display policy Books 5Cs
	Star of the week Achievement certificates Reading awards Presentation/Handwriting Awards Maths Timetable awards Learning Mentors Diversity of Staff to reflect the local community
Community Links:	Food donations at Harvest Fundraising days Into University visits Christmas Fete Summer Fete Choir performing at events
Cultural ideas, Religion and Belief:	Celebration Assemblies British Values Assembly themes programme Planned RE scheme covering the diversity of the community – visits to various places of worship Culturally inclusive curriculum International Evenings

Removing Barriers and Reasonable Adjustments:	Personalised timetables for pupils with autism and complex needs Support plans for children with high needs funding and moderate learning difficulties. Personalised targets for all learners
Links with wider communities	International visitors Visits/ building relationships with: <ul style="list-style-type: none"> - Families of pupils - Local residents - Local businesses - Other local schools - Care homes - Community groups - Police - Local Council - Member of Parliament
Partnerships with Parents/Carers:	Parent workshops and coffee mornings Coffee Mornings After School events Reading Journals Parents/Open evenings Parent assemblies and concerts Home School books for children with SEND and complex needs Parent Mail, Marvellous Me and Study bugs

Equality Objectives at New City Primary School

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives: -

Objective 1:

To sustain curriculum to continue to include variation to cater for ALL pupils including those that fall within targeted groups such as PPG, more-able disadvantaged, SEND, EAL

Objective 2:

Continue to ensure through curriculum design including assemblies that social themes and significant events (past, present and future) reflected locally, nationally and globally are taught and discussed in an age appropriate manner with sensitivity and empathy in mind. Make links to British Values, PSHE and SMSC to ensure these are embedded and have an impact on children's choices in the playground, classroom and wider community.

Objective 3:

Maintain pupil voice through workshops, class activities, questionnaires, Peer Mentors, Student Council, Debate Mate to ensure children are confident to speak their needs and the important issues that affect them and their learning.