

# Mayflower Primary School

## Equality Objectives

### Public Sector Equality Duty

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.

Mayflower Primary School and the Orchard Nursery 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 and celebrating diversity, tackling discrimination, promoting equality and fostering good relationships between people. 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: 422 (YR-Y6) 43 (Nursery)

Age of pupils: 3 – 11 years old

### 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

It may be possible to identify individuals from the information provided when the number of pupils with a particular characteristic is low and the information is sensitive personal information. In these cases we have indicated this by an asterisk\*.

- Gender: 54.62% male, 45.38% female
- Pupils eligible for Free School Meals (FSM): 10.32%
- Pupils with Special Educational Needs (SEN) 11.83%
- Pupils eligible for Pupil Premium Finding: 13.76%
- Pupils with English as an Additional Language (EAL): 79.78%
- Young carers: \*
- Looked after children: 0.65%

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 give careful consideration to equality issues in everything that we do at Mayflower 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:**

- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying.
- Reporting, responding to and monitoring 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.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.

**We advance equality of opportunity by:**

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention.
- Ensuring participation of parents/carers and pupils in school development.
- Listening to parents/carers.
- Listening to pupils at all times.
- Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

**We foster good relations by:**

- Ensuring that Mayflower Primary School and the Orchard Nursery is seen as a community school within our local community.
- Ensuring that equality and diversity are embedded in the curriculum

**Equality Objectives**

At Mayflower Primary School and the Orchard Nursery, 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 ensure all pupils are given similar opportunities with regards to after school clubs and residential trips.

- **Objective 3:** To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.
- **Objective 4:** To increase staff understanding of mental health difficulties and to ensure that adults and children experiencing these difficulties, are well supported.

\*Public bodies, including local-authority-maintained schools, are covered by the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

### **Anti-Racism Pledge**

As a founder signatory of the Anti-Racism Pledge, Mayflower Primary School subscribes to the following mission:

- In the wake of the recent Black Lives Matter protests, we as educators and people with an interest in the education and welfare of young people in Leicester, feel a sense of responsibility to take leadership at this moment to challenge racism and improve the curriculum.
- We understand this is a highly challenging time for schools, but feel it is crucial they acknowledge that students, parents, governors and staff are affected by two pandemics: Covid-19 and racism.
- The key actions contained within the pledge are a starting point, showing our school's willingness to engage in dialogue and ensure all their students can be proud of attending an Anti-Racist School.

### **Administration**

Our commitment to the agreed Equality Objectives will be subject to review on an annual basis, and it is expected that the Head Teacher provides a termly update to the Governing Body in respect of implementation. It will be within this forum that leaders and managers will be challenged to do more to promote equality and challenge discrimination in all aspects of their work.

**September 2020**