

Whitburn Village Primary School's
Information and Objectives
about Equality and Diversity
September 2020

Whitburn Village Primary School has a proud and long-standing commitment to equality and diversity because of its determination to ensure that every child and member of staff, no matter her/his background or family/personal circumstances, fulfils her/his potential.

Our commitment to equality and diversity is enshrined in our:

1. Equality and Diversity Policy (which addresses the nine protected characteristics and socio-economic background);
2. Single Equality Scheme (which addresses the protected characteristics of age, disability, gender, race, religion and belief, and sexuality); and
3. Equality and Diversity Action Plans (which address the six protected characteristics just listed).

The National Curriculum, RE, assemblies and acts of collective worship are used regularly to ensure that our pupils learn about equality and diversity, and, every so often, we organize enrichment days to further highlight matters to do with equality and diversity.

We welcome the opportunity to share with the public our information and objectives about equality and diversity because:

1. This is the latest demand made on us by the Public Sector Equality Duty dating from the 2010 Equality Act and we wish to be fully compliant with current legislative requirements and understandings of best practice;
2. Publication of our information and objectives is designed to ensure parents/carers can make informed decisions about the school to which they send their children. Put another way, parents/carers will be able to decide which school is best for their children, based on how different schools address equality and diversity;
3. We are fully committed to transparency and accountability.

As a result of the 2010 Equality Act, every public authority must:

Eliminate discrimination, harassment, victimization and any other conduct that is prohibited by or under the Act;

Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

Foster good relations between persons who share a protected characteristic and persons who do not.

It is because of this that we publish the following **objectives** for equality and diversity. We will:

1. close the gap in achievement that currently exists between white British boys and other vulnerable groups
2. organise yearly community events which will celebrate the diversity of cultures in our community
3. add books, posters, jigsaws, toys, etc. to our existing equality and diversity resource bank to ensure that people of all backgrounds and family/personal circumstances are represented in a positive way.

As a result of the Public Sector Equality Duty, we publish the following **information about the staff**:

92.6% of our staff are female and 7.4% are male.

100% of our staff are white British.

29.7% of our staff are aged 18 to 35, 18.6% are aged 35 to 50 and 51.7% are aged 50 or over.

Males and females are paid the same for doing the same or similar work.

All facilities in school are accessible to staff with mobility problems.

As a result of the Public Sector Equality Duty, we publish the following **information about our pupils**:

52.4% of pupils are female and 47.6% are male.

84.7% of pupils are white British and 15.3% are black or minority ethnic.

Parents tell us that 43.2% of pupils are Christian, 0.8% are Muslim, 4.7% are Roman Catholic, 1.3% are Sikh and 17.2% have no religion. Parents have not told us whether the other 32.8% of pupils have a religion or not.

Pupils speak 5 first languages: English, Punjabi, Farsi/Persian, and Italian.

13.9% of pupils have a disability, special need and/or learning difficulty.

10.9% of pupils are on free school meals.

All pupils have access to the same broad and balanced curriculum.

We monitor the progress of pupils identified by Ofsted as "vulnerable" to ensure that their needs and aspirations are met to the best of our abilities, and to ensure that they are not disadvantaged in relation to other pupils.

We monitor the composition of the School Council to ensure it reflects the different groups which exist among the pupils.

Our uniform rules are kept under constant scrutiny to ensure no pupils are discriminated against. Pupils, parents/carers and staff have warmly embraced the minor adjustments we made two years ago.

The September 2011 UK Statutory Instrument, which outlines what schools must do in relation to the publication of information and objectives, says that, although information must be up-dated annually (to take account of pupils entering the school and leaving it, and of changes among the staff), our objectives can remain the same for up to four years. We anticipate that some of the objectives above will be retained for at least one additional year, but others are likely to change.

Because our information and objectives must be published annually (and no later than a year following publication of such information and objectives for the first and all subsequent years), we will next publish information and objectives about equality and diversity on 30th March 2023. Although this year the information and objectives have been published in the hard copy format presently in your possession, next year we hope it will appear as an electronic version on a designated "Equality, Diversity and Community Cohesion" webpage accessible via the school's website (the "Home" page menu will have an item on which to click entitled "Equality, Diversity and Community Cohesion").

It is possible that, next year, more information about equality and diversity will be published than this year as we learn more about what the expectations are. To date, very limited firm advice exists about what precisely should be published. It goes without saying that the school will NOT publish information which makes it possible for individual pupils or members of staff to be identified. Moreover, note that most of the information shared this year is already "in the public domain", as it were.

When the information and objectives are published next year (and every year thereafter), we will comment on the progress we are making in relation to the objectives.

A J Burden

Headteacher.

J Anglin
Chair of Governors