



Southcote Primary School

Public Sector Equality Duty - Equality Objectives 2015-2017

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Southcote Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation.
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team and Governors at Southcote Primary School regularly review the progress we are making to meet our equality objectives with regard to the protected groups (race, disability, gender, age, pregnancy and maternity, marital status, sexual orientation, religion and belief) under the Equality Act (2010).

Characteristics of the school (based on 2015 census return)

Proportion eligible for free school meals: 8%

Proportion eligible for pupil premium funding: 18%

Proportion of pupils from ethnic minority groups: 46%

Proportion of pupils considered to have a special educational need or disability: 6%

Number of fixed term exclusions in last two years: 13

Current attendance: 96%

Underperforming group of pupils: White British Boys, Boys of black and mixed race heritage

Southcote Primary School – Equality objectives: Eliminate unlawful discrimination, harassment and victimisation.		
Objective	Success Criteria	Date
The needs of users are taken into account when developing policies and procedures.	Reflected in all school policies including staff policies such as recruitment and sickness absence.	On-going. See policy schedule.
Review and update the Positive Behaviour and Anti Bullying Policies.	Review of policies. Policies disseminated.	Positive Behaviour – October 2015 Anti-Bullying – May 2017

Southcote Primary School – Equality objectives: Advance equality of opportunity between people.

Objective	Success Criteria	Date
Robust systems for monitoring pupil progress in place and monitored regularly. Data understood and acted on by all.	Data analysis shows equality of attainment / progress for all groups. Identify groups and individuals at risk of underachievement and plan intervention.	Termly pupil progress meetings. Termly pupil premium report to governors. Supplementary reports to Standards Committee.

Southcote Primary School – Equality Objectives: Foster good relationships between people.		
Objective	Success Criteria	Date
To further parental voice in school.	Stream line and standardise use of reading logs across the school. Monitor use of parent mail communications. Annual parent questionnaire.	Autumn 2015 On going On going

Signed	Lisa Telling	Executive Headteacher
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Date	24 th November 2015
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Review Date	November 2016
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