



Roman Road Primary School

Equality Report 2020 - 2024

Equality

The Equality Act 2010 refers to protected characteristics and to discriminate against anyone because they one or more of these is unlawful. The characteristics are: age, gender, reassignment, disability, marriage and civil partnership. Pregnancy and maternity, race, religion or belief, sex and sexual orientation.

School has a general duty to:

- Eliminate unlawful discrimination, harassment and victimisation,
- Advance equality of opportunity,
- Foster good relations.

School has a specific duty to:

- Publish information to show how they are complying with the Equality duty and update this annually.
- To prepare and publish one or more specific, measurable quality objectives at least every four years.

Equality information

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified

The catchment area of the school is highly deprived where unemployment is high, income is low and there is a very high percentage (96%) of hard pressed and struggling families.

The following information demonstrates the diversity of the school population:

- Girls 48%
- Pupil Premium 48.7%
- Minority ethnic groups 5%
- SEN 21.1%

- Deprivation indicator 0.31% (highest band) Well above national.
- Few families with an identified faith.
- The Governing Body take all steps to deal with any unlawful actions or behaviour supported by advice and support purchased through its SLAs, e.g. legal, personnel etc.
- The Governing Body follows the LA policy and guidance including safer recruitment practices when appointing new staff.
- The Governing Body meet regularly to conduct the business of the school, monitor and evaluate its actions and make decisions: any discriminatory practice or inequality can be raised and strategies implemented to deal with this.
- The Governing Body has an excellent record of support for pregnant staff and maternity issues.
- The school has committed to equality objectives in its Equality plan.
- The creative curriculum supports the development of the whole child and emphasis is placed on raising awareness of diversity promoting a positive understanding of difference and an understanding of British Values.
- The school's complaints procedure is used to deal with any issues arising in relation to equality, staff are aware of the Equality Policy and objectives.
- The school's policies and procedures are written with regard to ensuring equality for all children.
- Teaching is planned to ensure that all children have an equal opportunity to learn.
- Teaching is monitored and evaluated and any identified equality issues are raised immediately with staff.
- All children are supported according to their need e.g. SEND children get learning support time.
- The Governing Body takes all steps to ensure that the school building is accessible to all stakeholders.

We will update our Equality information at least annually.

*Given the impact of **COVID 19** on the mental health of children/adults we have decided to 'roll over' point 1 and introduce point 2 of our objectives.

*Objectives 1 and 2 will run in unison.

*Our Equality Objectives are:

Link to Public Sector Equality Duty	Protected characteristic	Aim	Objective	Target group(s)	Action	Who's responsible?	Dates from and to:
<i>1. Equality of opportunity</i>	<i>All</i>	<i>To increase mental, social and emotional skills for identified children</i>	<i>To improve the ability of identified children to deal with issues both in and beyond school</i>	<i>Identified children</i>	<i>*targeted children nurture groups – 1:1 *Operation Encompass Next Steps Lessons *monitoring of behaviour around school *Staff development and training. (EP service) *Continue to develop Friends Programme</i>	<i>SLT/HLTA</i>	<i>Autumn 2020 Summer 2021</i>
<i>2. Equality of opportunity</i>	<i>All</i>	<i>To promote good mental health and wellbeing of staff</i>	<i>To ensure all staff's mental wellbeing is valued and supported</i>	<i>staff</i>	<i>*Staff wellbeing team *Wellbeing coach/advisor *Discussion with HT *Occupational Health Team</i>	<i>HT</i>	<i>Autumn 2020 Summer 2021</i>
<i>3. Equality of opportunity</i>	<i>All</i>	<i>To increase knowledge and understanding of children</i>	<i>To improve the ability of children to gain knowledge and understanding across the curriculum</i>	<i>All children</i>	<i>*Recovery curriculum Ma/Eng (Gateshead) *additional staff *targeted groups *re-designed curriculum</i>	<i>SLT</i>	<i>Autumn 2020 Summer 2024</i>
<i>4. Equality of opportunity</i>	<i>All</i>		<i>To provide a safe and accessible environment in which all our children can achieve</i>	<i>All children</i>	<i>*Broad/rich/balanced curriculum – visits – visitors- safe, vibrant learning spaces – *Staff training *Secure perimeter *One level building *lockdown policy/procedures</i>	<i>SLT</i>	<i>Autumn 2020 Summer 2024</i>

