

## **REDBOURN JUNIOR SCHOOL**

### **Annual Equality Statement – 2017-18**

Schools are required by government to comply with the 'equality duty' set out in the Equality Act 2010. The equality duty is in two parts: the 'general equality duty' and 'specific duties'.

#### **The general duty**

The general equality duty sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different 'protected characteristics' and requires us to:

- Eliminate discrimination, harassment and victimisation and any other prejudicial conduct that is prohibited by or under the Equality Act 2010.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it. This means having due regard to the need to:
  - Remove or minimise disadvantages.
  - Take steps to meet different needs.
  - Encourage participation when it is disproportionately low.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

#### **Protected characteristics**

The protected characteristics referred to in the duty are:

- age, disability, gender reassignment
- pregnancy and maternity
- race, religion or belief, sex and sexual orientation
- marriage and civil partnership

#### **The specific duties**

To help us meet the general duty schools have specific duties to:

- Publish in an accessible way, at least annually, information that demonstrates compliance with general Equality Duty.
- Prepare and publish in an accessible way, at least four years, one or more specific and measurable objectives which we think will help us meet the aims of the general Equality Duty.

## How is Redbourn Junior School meeting the Equality Duty?

We are:

- reviewing other relevant policies to ensure these are compliant with our Equality Duty.
- updating our information, guidance and training for governors, pupils and staff
- reviewing our approach of monitoring and tracking pupil's assessment information year on year and at the end of the key stage. We will analyse the impact for vulnerable groups and identify issues relating to gender.

We have already:

- installed disabled toilets in school. Key staff are trained to ensure that disabled pupils can access the curriculum appropriately.
- Raised the profile of vulnerable groups (BME, EAL, SEN, Travellers, Pupil Premium etc...)

We have undertaken to:

- Build upon mutual understanding between religious groups and beliefs. Develop a range of resources as a school in order to recognise a variety of cultural celebrations and religious festivals.

We will deliver the following:

**Objective 1:** Raise awareness of equality matters for staff, parents, carers, pupils and the local community. We will build this into the School Development Plan.

**Objective 2:** Monitor pupils receiving "pupil premium" to ensure funds are used effectively for this target group.

**Objective 3:** Ensuring equal access to extra-curricular provision for our vulnerable groups.

**Objective 4:** Produce an annual "Equality Report" to the school's Governing Body, detailing the performance against these objectives. This will be an integral part of the Headteacher's report to governors.

## Characteristics of Redbourn Junior School:

Characteristic	Total	Breakdown
Number of pupils	261	51% Female (132) 49% Male (129)
Religious character		64% Christian 27% No religion 2% Hindu 3% Muslim 2% Other 2% Refused
Attainment on entry		Above average
Pupils eligible for Free School Meals	19	7%
Pupil Premium Grant	40	15%
Disabled pupils (SEN)	46	
Disabled pupils (no SEN)	0	
BME Pupils	32	17%
Pupils who speak English as an additional language (EAL)	16	6%
Average attendance rate	2015-16	96%
Significant partnerships, extended provision		Redbourn and Villages Children's Centre Redbourn Nursery and Infant School Harpenden Plus Schools Partnership Harpenden Headteachers' Consortium Harpenden SENCO Cluster Group After School Club Harpenden Sports Association  LINKS Maple Grove, SpLD Base Link Educational Psychologist Link Speech and Language Therapist Link Communication Disorder Team Specialist Teacher Link Occupational Therapist Link Physiotherapist Collett Outreach St Albans and Harpenden School Nursing Team
Awards, accreditations, specialist status		Healthy Schools
Eco Schools		Bronze Award