



Morelands Primary School

*with resourced provisions for
Assessment and Language Impairment*

Equalities Information

Appendix A

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- head teacher surgeries and focus groups
- contact with parents representing pupils with particular protected characteristics
- contact with the local community and disability organisations
- involvement of the student council
- parent questionnaires
- staff survey

Pupil-related data

School Details

Head Teacher	Mrs Alison SYRED-PAUL	Governance	Community	School Years	Year R to Year 6
School Phase	Primary	Local Authority	Hampshire	Pupils of this school	328

Pupil Numbers

	Year R	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	All Years								
Pupils of this school	45	51	50	41	49	50	42	328								
Male	57.78%	26	50.98%	26	58.00%	29	51.22%	21	53.06%	26	52.00%	26	50.00%	21	53.35%	175
Female	42.22%	19	49.02%	25	42.00%	21	48.78%	20	46.94%	23	48.00%	24	50.00%	21	46.65%	153
Single Reg	45	51	50	41	49	50	42	328								
Male	26	26	29	21	26	26	21	175								
Female	19	25	21	20	23	24	21	153								
Total Pupil Numbers	45	51	50	41	49	50	42	328								
Male	26	26	29	21	26	26	21	175								
Female	19	25	21	20	23	24	21	153								

Key Pastoral Factors

	Year R	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	All Years								
Free School Meals	20.00%	5	35.22%	20	24.00%	12	34.15%	14	26.53%	13	20.00%	10	26.19%	11	27.13%	89
English as Addtl Language	8.89%	4	3.92%	2	8.00%	3	4.88%	2	4.08%	2	2.00%	1	4.76%	2	4.88%	16
Pupil Premium	22.22%	10	45.10%	23	26.00%	13	34.15%	14	34.69%	17	26.00%	13	28.57%	12	31.10%	102
Medical Condition	26.67%	12	11.76%	6	24.00%	12	19.51%	8	22.45%	11	20.00%	10	30.95%	13	21.96%	72
Service Children	2.22%	1	5.88%	3	2.00%	1			8.12%	3	2.00%	1	2.38%	1	3.05%	10
In Care			1.96%	1					2.04%	1					0.61%	2
SEN Needs	11.11%	5	21.57%	11	20.00%	10	19.51%	8	24.49%	12	26.00%	13	35.71%	15	22.56%	74
SEN Status	11.11%	5	21.57%	11	18.00%	9	19.51%	8	22.45%	11	22.00%	11	33.33%	14	21.04%	69

Count of Ethnicity	Gender		
Ethnicity	Female	Male	Grand Total
Any other mixed background	2	2	4
Any other White background		6	6
Bangladeshi	1		1
Black - African	1		1
Chinese	1		1
Indian	2	7	9
White - British	145	158	303
White and Black African		1	1
White and Black Caribbean	1	1	2
Grand Total	153	175	328

Staff data

Where schools have less than 150 staff, the Governing Body is not required to publish information in relation to their staff, but they may still choose to do so, provided it does not allow for individuals to be identified. At Morelands we still require the information on the characteristics of our workforce to enable us to consider the impact of policies and practices on particular characteristics and to determine whether objectives need to be set in relation to the workforce.

Quantitative data we consider in this area includes:

- race, disability, gender, age distribution of the workforce (this will be available from SAP)
- data on recruitment by protected characteristic (e.g. at application, shortlisting and appointment stage)
- data on access to training by protected characteristic
- grievances and/or disciplinary matters by protected characteristic
- leavers by protected characteristic
- results of staff satisfaction surveys

Qualitative information

The school publishes various policies on the school's internet site (www.morelandsprimaryschool.co.uk). These policies evidence the school's commitment to the principles outlined in the equalities policy and the public sector equality duty.

The school has also published other information relevant to equalities on the equality pages of the school internet site.

Qualitative information for publication on the website includes:

- school policies such as the behaviour policy
- minutes of governor meetings that are relevant to equalities matters
- details of staff training in relation to equalities has been undertaken
- a note about how the school monitors equality issues in everyday school life
- detail about particular initiatives undertaken in the school (e.g. a focus on racist bullying; an initiative to assist girls to catch up in science; an initiative to help boys improve in their handwriting) and where possible, the impact of this initiative (e.g. increases in attainment)
- twinning arrangements with schools which enable pupils to meet and exchange experiences with pupils from different backgrounds
- information about aspects of the curriculum which promote tolerance, friendship and an understanding of different cultures
- details about assemblies which deal with relevant equality related issues
- views of the student council

Date of publication of this appendix: Autumn 2019
Date for review and re-publication: Spring 2022

NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality information on an annual basis.

Equality Objectives

Appendix B

We recognise that the public sector equality duty has three aims, to:

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We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires
- involvement of the school council
- staff/governor survey
- contact with parents representing pupils with particular protected characteristics

Having referred to and analysed our equality information, all previous objectives have seen rapid progress. We have set ourselves the following objective(s): 2019 - 2023

Objective 1: Pupil related: raise aspiration for all children ensuring we include all protected groups and narrow the achievement gap between these 'groups and all children' , by ensuring increased opportunities and improved outcomes.

Spring 21 – Increased opportunities because of the revised and improved curriculum. Children are better aware of what makes good learning and take advantage of these opportunities. Attendance for PP children is challenged and so they are in school more often. We have a dedicated PP lead who makes sure teachers address the learning for these children.

Objective 2: Promote and respect all cultures and beliefs represented in our school and actively celebrate British Values; engaging the community in our responsibilities to Prevent Radicalisation and Extremism. Develop PREVENT within curriculum and through training, enable front line staff to manage challenging situations and conversations. Continue to ensure that preventing radicalisation is considered as a fundamental safeguarding issue and that schools, settings and professionals remain vigilant for signs and indicators

Spring 21 – Safeguarding training – including Prevent – is reviewed and renewed on a regular basis, staff are challenged on their safeguarding knowledge by our safeguarding governor. The RE lead promotes the major religions through our local syllabus. Children are taught to respect, listen and tolerate the views of others and to speak to school staff if concerned by the behaviour of others.

Objective 3: We will secure and retain an effective, efficient and representative workforce that enables us to deliver against the educational priorities; raising standards and closing the attainment gap. We will be looking for evidence of increased representation of under-represented groups through Governors, Staff Parent Association, staffing, visitors and visits at all levels.

Spring 21 – taking advice from HR qualified governor for statement on adverts.

Date of publication: *Autumn 2019*

Date for review and re-publication: *Spring 2022*

NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality objectives at intervals of no more than four years but schools should publish detail on progress towards these objectives on an annual basis and publish this detail on the school's internet site.