



## Equality Objectives

2022 - 2023

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Tollgate Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between individuals. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

### Equality Information

<b>Number of pupils on roll at the school:</b>	450
<b>Age of pupils:</b>	3 to 11

### **Information on pupils by protected characteristics**

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

### **Information on other groups of pupils**

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Looked after children (LAC)
- Other vulnerable groups

### **Ethnicity**

This school has 15 out of 17 possible ethnic groups.

Those with 5% or more are:

<b>Asian or Asian British – Bangladeshi – 21.4% (96)</b>	<b>White – Eastern European – 17.1% (77)</b>
<b>Other Black – African – 8.7%</b>	<b>White-British – 8.9% (40)</b>
<b>Any other Mixed Background – 6.7% (30)</b>	<b>Black - Nigerian – 6.7% (30)</b>

### **Gender**

<b>48.3% male</b>	<b>51.7% female</b>
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<b>Pupils eligible for Free School Meals (FSM):</b> 115 children	<b>Looked After Children:</b> 1 child(ren)
<b>Pupils with Special Educational Needs (SEN) :</b> 65 children	<b>Pupils with English as an Additional Language:</b> 290 children
<b>Children with EHCP</b> 22 children (awaiting an additional 9 plans)	

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

### **Eliminating discrimination and other conduct that is prohibited by the Act**

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Tollgate Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, logging to and responding to all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times

### **Fostering good relations**

We foster good relations by:

- Ensuring that Tollgate Primary is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum

### **Equality Objectives**

At Tollgate Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

**Objective 1:** To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

**Objective 2:** To raise levels of attainment in core subjects for vulnerable learners.

**Objective 3:** To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

## **Progress Made:**

- We promote positive messages about equality and diversity through corridor displays (eg: protected characteristics), assemblies, visitors and whole school events (eg: international day/evenings).
- We strive to build emotional regulation and resilience in all to promote positive mental health and wellbeing.
- Our curriculum includes opportunities for all pupils to understand and celebrate diversity and difference
- Education for Change (E4C) Ambassador
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- We provide opportunities for pupils to listen to a range of opinions and empathise with different experiences
- Additional disabled car parking
- Greater use of the School Council group on particular equality related issues in school
- Our new data tracking systems (Educater) enables teachers to focus even more precisely on identifying and addressing gaps in progress between boys and girls
- School use summative and formative assessments to quickly identify children at risk of not meeting the expected standard in one or more subjects and put in place support additional to first quality teaching (e.g. one-to-one tuition, small group booster etc.)
- Diverse range of books purchased for class libraries so that children understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.
- Regularly consider the impact of our curriculum to ensure that it promotes awareness of the rights of individuals and develops the skills of participation and responsible action.
- Continue to work with outside agencies and other schools where appropriate to ensure that every opportunity is taken to promote and advance equality.
- Regular training given to new and existing staff to ensure that they are aware of the process for reporting and following up any incidents of bullying.