

Princethorpe Infant and Nursery School

Equality Statement of Duty and Equality Objectives As required by the Equality Act 2010

Our specific duties

We have two Specific Duties under the 2010 Equality Act:

To publish information to demonstrate our compliance with the general duty to promote equality

To prepare and publish one or more equality objectives

Our objectives for the Academic year 2018/2019 period are:

By the end of the school year 2018/2019 **75%** of the children in EYFS will attain a Good Level of Development (GLD)

By the end of the school year 2018/2019 **76%** of the children will pass the Year 1 Phonics Screen Test.

By the end of the school year 2018/2019 the **81%** of children will be at Expected + (Expected / Exceeding) for reading.

By the end of the school year 2018/2019 the **76%** of children will be at Expected + (Expected / Exceeding) for writing.

By the end of the school year 2018/2019 the **81%** of children will be at Expected + (Expected / Exceeding) for maths.

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School Data	
Data concerning the composition of the school community is arranged by year group, ethnicity and gender.	Due to small numbers we do not publish this information, as it would allow individuals to be identified.
Our school also records types of impairment and Special Educational Need. We follow DfE guidance on recording disability in addition to Special Educational Need	Due to small numbers we do not publish this information, as it would allow individuals to be identified.
When setting objectives for achievable and measurable improvements we review the data and other information on inequalities of outcome and participation	Our school improvement priority for 2017-18 is to improve teaching so that it is consistently good to outstanding across the curriculum.
Documentation and record-keeping	
Whenever policies are reviewed they will be scrutinised for their adherence to the Equality Act. This will also apply to the school improvement plan and self-evaluation papers, newsletters and occasional letters to parents.	Our Single Equality Policy will be published on the school website. Paper copies are available from the School Office. Several other relevant documents will also be available on our website.
The school's responsibilities under the Equality Act are referenced as appropriate in the minutes of governors' meetings, staff meetings and senior leadership team meetings	Equality Objectives and the Statement of Equality Duties are discussed at the first Full Governors' meeting of each academic year.
Responsibilities	
The Headteacher Mrs SarahJane Wright and the Senior Teacher for Inclusion Miss Dawn Niblett share the responsibility for equalities matters.	If you wish to discuss equality matters please contact the office where an appointment will be made for you to see Mrs Wright or Miss Niblett.
A member of the governing body has a watching brief for equalities matters.	
Staffing	
The school's programme of staff meetings and continuing professional development (CPD) includes reference to equalities matters, both directly and incidentally.	
There is good equal opportunities practice in the recruitment and promotion of staff, both teaching and administrative.	We ensure we adhere to Birmingham City Council Council's guidance on equal opportunities and recruitment.
Behaviour and safety	
There are clear procedures for dealing with prejudice-related bullying and incidents.	Our policy for responding to bullying and incidents will be available on the school website. Paper copies are available from the School Office.
Surveys show that all pupils feel safe from all kinds of bullying.	Evidence of this comes from our most recent Ofsted report.
Curriculum	
Focused attention is paid to the needs of specific groups of pupils (for example those who have Special Educational Needs and or Disabilities) and there is extra or special provision for certain groups, as appropriate.	If you wish to discuss such support please make an appointment to see the Senior Teacher for Inclusion Miss Dawn Niblett on 0121 475 2874 or email: d.niblett@princethorpe-inf.bham.sch.uk
There is coverage in the curriculum of equalities issues, particularly with regard to tackling prejudice and promoting community cohesion	
There are activities across the curriculum that promotes pupils' spiritual, moral, social and cultural development.	

Consultation and involvement	
The school has procedures for consulting and involving parents and carers, and for engaging with local groups and organisations, and has regard in these for the concerns and requirements of the Equality Act (which may sometimes involve targeted consultation).	Examples of how we have consulted and involved parents and other people include annual questionnaires and parent consultations where by Governors are present.
The school has procedures for finding out how pupils think and feel about the school, and has regard in these for the concerns of the Equality Act (which may sometimes involve targeted consultation).	Examples of how we have consulted and involved pupils include our established School Council and pupil questionnaires.