

Shilbottle Primary



Equalities Information September 2020

At Shilbottle Primary we value and respect everyone in our community and work as a team
'Fun, Respect & Friendship – Every Child Matters to Us'

Date approved: September 2020
Review Period: annually
Date to be reviewed: September 2021

Shilbottle Primary

Equalities Information – September 2020

The Equality Act 2010 (updated May 2014) has replaced and unified all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act and Shilbottle Primary are fully compliant with the regulations set out in the Act.

Further details can be found via:

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

It aims to ensure that people have equality of opportunity in accessing and experiencing public services.

There are two kinds of duty that schools must meet: the general which is the Public Sector Equality Duty (PSED) and the specific. There are two specific duties; these are that schools should:

- Publish information which shows compliance with PSED
- Publish at least one equality objective

The Public Sector Equality Duty has three main aims:

- 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.

As part of the annual analysis of provision, pupil progress, attainment and attendance the Leadership Team and key aspect and subject leaders consider the groups protected under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation.)

Children on roll (September 2020)

Class	Boys	Girls	Totals
Reception	6	3	9
Year 1	3	10	13
Year 2	9	8	17
Year 3	12	5	17
Year 4	9	5	14
Year 5	12	9	21
Year 6	14	12	26
Total	65	52	117

The Staff Profile

There are 6 full and part time teachers, including SLT

There are 3 full and part time teaching assistants.

There are 5 non-teaching members of staff.

Bullying

The school deals with bullying immediately and resolution is sought. Most of the issues relate to friendship and conflict. No data is recorded about the prevalence of, for example identity based bullying, homophobic language or gender based bullying. We record incidents using a digital system.

(Sources: Head teacher's analysis of bullying incidents)

Disability

Two of the pupils currently on roll have a physical disability, hearing or visual impairment.

An accessible disabled toilet is available and used by pupils with short term medical needs.

There are no disabled members of staff.

The accessibility issues which affect staff and pupils in school are small steps into all classrooms in main school. A small minority of pupils have communication issues.

The percentage of SEND pupils:

SEND (Additional Needs Register) – (10%).

SEND EHCP – one child at this present moment has an EHCP.

(Sources: Alnwick Partnership, Profile School profile, NCC data unit, SIMS)

Gender – pupils

There is very little gender differences throughout school as we have small cohort and whole school differences in outcomes are not significant. Each year group is monitored and any differences are picked up quickly.

(Sources: SIMS analysis, teacher analysis, SLT data)

Gender – staff

The teaching staff population 50% female and 50% male.

Of the teaching assistant and non-teaching members of staff 89% are female and 11% male.

We do not have any exclusions so we cannot say if any gender groups are not susceptible.

(Sources: SIMS data, anecdotal evidence, Assessment data Shilbottle locality profile)

Gender reassignment

No data is collated by the school about gender reassignment and the pupil or staff population.

Income Deprivation Affecting Children Index & Free School Meals

The school's overall IDACI score of 0.15 places the school 58th of First schools for indices of deprivation. Average for partnership is 0.13, LA is 0.18, average for NE is 0.24 and for England 0.24.

For barriers to **housing and services** the school ranks 49 out of 173 schools.

Education, training and skills the school ranks 34 out of 173 schools (31.2). LA -21.7, NE-21.5, England 21.5

Income - the school ranks 75 out of 173 schools (0.12). LA 0.13, NE- 0.19, England 0.17

Crime – the school ranks 138 out of 173 (-1.31). LA—0.61, NE- 1.4, England – 1.36

Employment – the school ranks 87 out of 173 (0.10) LA- 0.13, NE 0.17, England -0.11

Health and disability – the school ranks 110 out of 173 (0.20) LA- 0.24, NE -0.73, England- 0.66

Living environment –the school is ranked 61 out of 173 schools (14.17)

FSM – 10.6% of children, LA 14.1, NE 21.1, England 15.2

(Sources: locality profile, Partnership Profile, NCC data unit, SFR Reports)

Marriage and civil partnership

When information about changes in marital status or home circumstances is communicated to school, it is recorded in SIMS and on the register. Any changes to contact details are recorded on SIMS.

No data is collated by the school about staff or parents' marital status, apart from names given for home contact and information about whether letters home or reports are to be duplicated and sent to two addresses.

Orientation

No data about the sexual orientation of pupils, parents or staff is collected or held by the school. Were it to be communicated to the school regarding a pupil, it would be recorded in the child's file.

Performance Trends

Shilbottle Primary has 117 pupils on roll as of September 2020.

- There is a gender imbalance across the whole school (55.6% males and 44.4% females).
- SEN support – 10.2% [National average 14%]
- SEN statement / EHCP – 0.0% [National average 1.7%]
- White British – 100% [National average 71.2%]
- Minority Ethnic Groups – 0 % [National average 28.8%]
- Free School Meals – 30% [National average 26.2%]
- Stability – 89.4% [National average 85.9%]
- School deprivation indicator – 0.14% [National average 0.24%]
- Overall attendance for 2019/20 – 96% [National average 96%]

Persistent absence [below 85%] – 1.27%, [National average 2.7%]

Attendance of pupils in groups protected by the Equality Act – SEN Support (97%);

SEN EHCP (N/A%)

Performance Data (2020)

- EYFS Good Level of Development – 94% [National average 66%]
- Year 1 Phonics – 100% [National average 77%]
- Year 2: SATs – not applicable

2020 SATs Results (including the School's first KS2 Data) will be published after validation.

Pupil Premium Children

We receive extra funding for children who receive Free School Meals or whose parents are in the Forces. We use this money to support children in these groups who need additional support and guidance. We also subsidise educational visits and activities.

All children in these groups are making expected progress.

Race

The Alnwick Partnership of schools educates 4.13% of the BME pupils in Northumberland schools, and 1.19% of the EAL population.

We have no EAL children on role. The school has consistently recorded and reported no racist incidents to the Local Authority.

The school has had no fixed term or short term exclusions to identify a trend relating to ethnicity.

Religion or belief

The school does not record data about religion in SIMS. Religious leaders [including Roman Catholic, Baptist, Methodist and Church of England] play a part in the life of the school.

(Sources: SIMS, anecdotal evidence, SACRE guidance)

School Uniform

Our school uniform does not discriminate based on gender, race, disability, sexual orientation or belief.

Vulnerable groups

There are currently 2.7% of children classed as looked after on roll.

Equality Objectives

Having analysed the data relating to the protected groups, the following objectives have been set:

- By September each year, ensure areas of the school accessed by pupils with visual and hearing impairments are adapted in line with their needs.
- To promote and enhance community cohesion and a sense of shared belonging to the school and the local community.

This document is updated annually.