

Equality Information and Equality Objectives For Lumley Primary Federation

Equality Act 2010 Lumley Primary Federation's provision of the public sector equality duty



Date: 14.9.23

We in Lumley Primary Federation are committed to equality. We aim for every pupil to fulfil their potential no matter what their background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities and school trips and residential. This is encapsulated in our School Core Values.

Lumley Infant and Nursery School's Core Values are:

- D: for being determined and dedicated
- R: for being responsible and resilient
- E: for being enthusiastic and having empathy
- A: for having an aspiration and positive attitude
- M: for being motivated and having good manners
- S: for being successful and special

Lumley Junior School's Core Values are:

- A: for having positive attitudes and ambitions
- S: for being spirited and being successful
- P: for being proud and passionate
- I: for being an individual and inclusive
- R: for being respectful, resilient and responsible
- E: for having empathy towards others and enthusiasm

We must, under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the schools' provisions are:

- Disability
- Gender Reassignment (Gender Identity)
- Pregnancy and Maternity
- Race (Ethnicity)
- Religion or Belief
- Sex
- Sexual Orientation
- Age (only applicable to staff, not pupils)

- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the schools' provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information (Last updated September 2023):

This Equality Information is a summary pupil profile of the school. The information for pupils is collected via data collection sheets completed by parents/carers.

We maintain confidentiality and work to data protection principles. We publish information in a way so that **no pupil** can be identified.

Staff Equality Profile:

Our school employs less than 150 staff members and therefore is not required to publish staff data. The school uses any data collected about its staff demographic in order to inform policies, decisions and the objectives detailed on this document.

Pupil Equality Profile:

Age	We have pupils aged from 3 to 11 years old in our schools
Disability - A person is disabled under the Equality Act 2010 definition if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Our numbers are so small it would not be appropriate to publish this information. We ensure reasonable adjustments are made where appropriate.
EAL (English as an Additional Language)	Federation - 2.9% Lumley Infants - 3% Lumley Juniors - 2.8% The languages spoken within our pupil profile are: English, Arabic, Farsi, French, Panjabi, Ukrainian and Chinese
Gender Reassignment (Gender Identity)	We are an inclusive school community and support any pupil exploring their gender identity.
Pregnancy and Maternity	We comply with our equality duty and have planned to deliver education on site if required or offer a place at the Young Parent Group coordinated within the SEND & Inclusion Service.
Pupil Premium <i>(Although this isn't a protected characteristic under the Equality Act, our school feel it is an important aspect of our school profile)</i>	Federation - 31.7% Lumley Infants - 25.9% (excluding Nursery EYPP) Lumley Juniors - 36.1%
Race (Ethnicity)	Our numbers are so small it would not be appropriate to publish this information
Religion and Belief	89% of responses Our pupil profile comprises: Christian, Sikh, Roman Catholic, Muslim, No religion
SEND	Federation - 15% pupils identified by school with a Special Educational Need 15% SEND Support Plan 1.4% Education Health and Care Plan (EHCP) Infant School – 17% SEN, 17% Support Plans, 0.6% EHCP Junior School – 13% SEN, 13% Support plans, 2% EHCP
Sex (Gender)	100% pupils gave information Lumley Infants – 56.7% female 43.3% male Lumley Juniors - 50.6% female 49.4% male
Sexual Orientation	Our school community is inclusive of all pupils regardless of their sexual orientation.

We will update our equality information at least annually and publish on the school website. This information is used to help inform our equality objectives.

Equality Objectives 2023 – 2024

Our equality objectives are:

1. Develop and embed a whole school Equality Calendar which will influence the whole school curriculum, as well as the assembly programme, and ensure our pupils develop an understanding of Equality and the Equality Act 2010 as they move through the school.
2. To continue to embed our schools' core values (DREAMS and ASPIRE) through assemblies and the PSHE curriculum to support children's understanding and respect for the protected characteristics of the Equality Act.
3. To continue to support children in developing important values of empathy, tolerance and respect for other cultures, faiths and backgrounds through educational visits, visitors to school and strengthening links with our international partners.
4. To provide a range of after school clubs that are inclusive and accessible to all pupils.

We will update our equality objectives every four years and publish them on our school website.

We will review progress on these objectives annually and these objectives form part of our School Improvement Plan. Objectives are stored in the Lumley Primary Federation's Office 365 Platform and on the Governor Hub Platform.

Headteacher: _____

Chair of Governors: _____

Date: _____