



Greystoke
Primary School

Work Hard. Be Kind.

Equality Duty Information Report and Objectives

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1. Aims

Greystoke Primary School is committed to promoting a positive and inclusive culture in which staff and pupils are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation.

We recognise our obligations under the Equality Act 2010 and aim to meet our obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and Trust articles of association.

3. Leicestershire's diverse population & our school community

Leicestershire is an ethnically and culturally diverse county, benefiting greatly from close links with Leicester, one of the most culturally diverse cities in the UK.

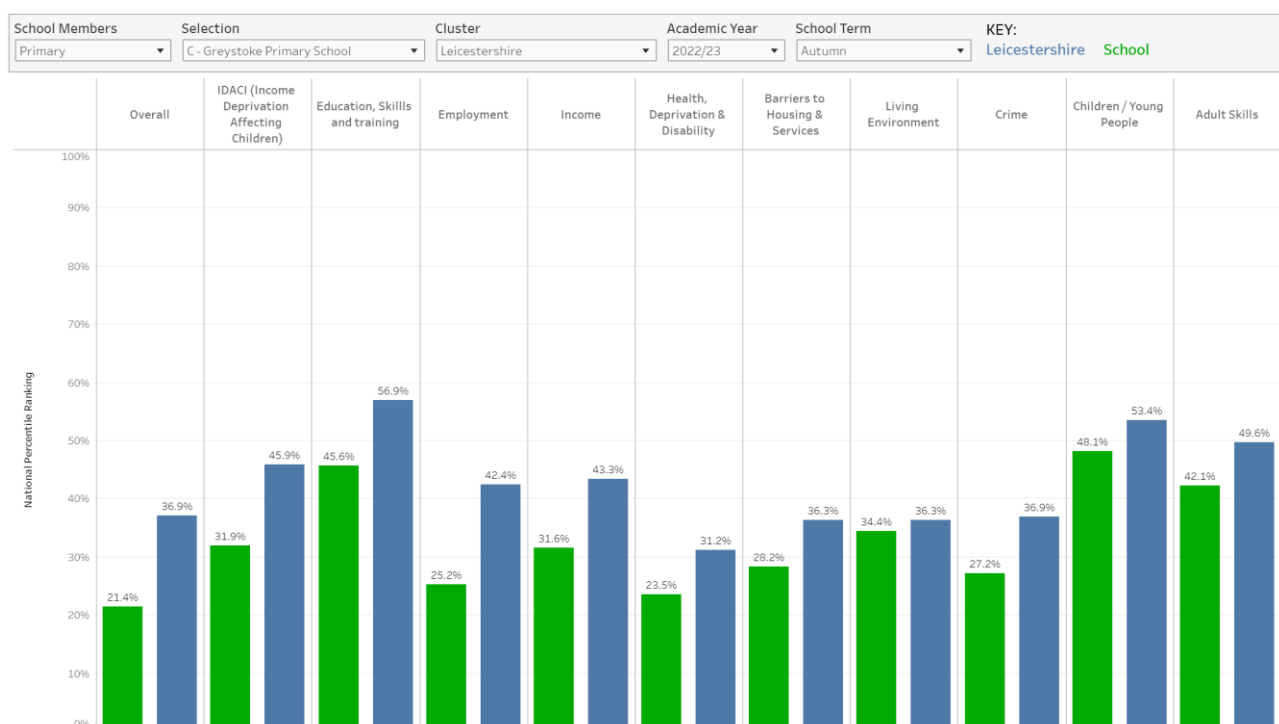
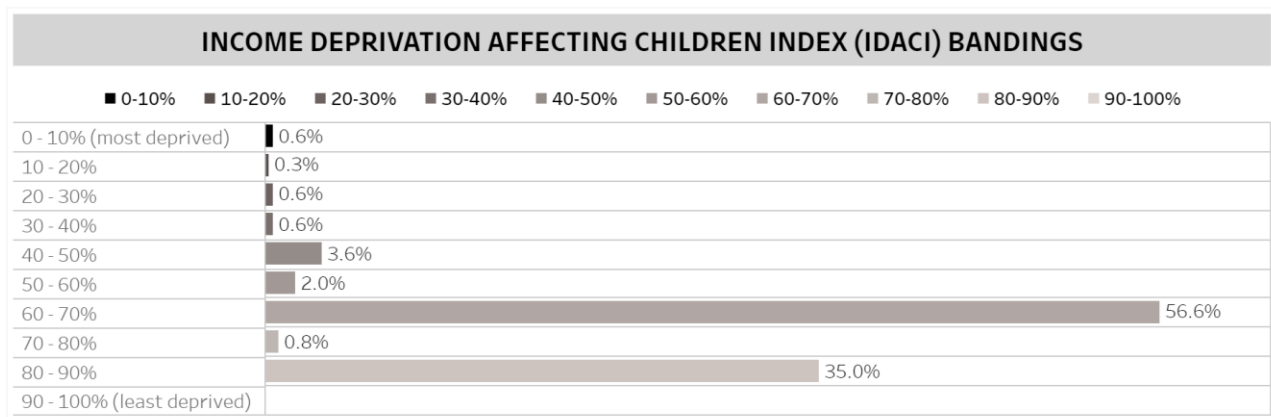
According to the 2011 Census, most of the county population (91 percent) belong to White ethnic groups, (including White Irish). This equates to almost 600,000 people. The next largest ethnic group in Leicestershire is Asian (6.3 percent), followed by the Mixed or Multiple Ethnic Group (1.7 percent) and Black ethnic groups (0.6 percent); The largest religious group in the county is Christian (60.3 percent), followed by Hindus (2.8 percent), Muslims (1.4 percent) and Sikhs (1.2 percent). Just over a quarter of the population stated they had no religion (27.1 percent) while 6.5 percent did not state a religion.

In 2011, 16.2 percent of the county population considered themselves to have a condition that limited their day to day activities, higher than the rates for the East Midlands and England.

According to the 2019 Indices of Deprivation, Blaby is not deprived overall; the authority is amongst the 20% least deprived neighbourhoods in the country and is ranked 281st out of 317 authorities in England for Multiple Deprivation, where 1st is the most deprived.

These are the deprivation rankings for our pupils based on 2022/23 school census information:

In Autumn 2022 our school was 231st out of 274 primary schools for deprivation with 1st being the most deprived.



The diverse population of our school

Our school community has its own unique make up:

Information from the school census 2022/23

Gender profile and demographics:

Selected Establishment C - Greystoke Primary School | **School Phase** Primary

**In 2022/23
Autumn...**

**Pupils On Roll
357**

**Male
188**

**Female
169**



School Census Infographics: 2022/23 Autumn

Selection: Greystoke Primary School (8552076)



FREE SCHOOL MEALS ELIGIBILITY (FSM)

Your Free
School Meals
eligibility was ...

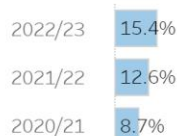
15.4%



Are you entitled?

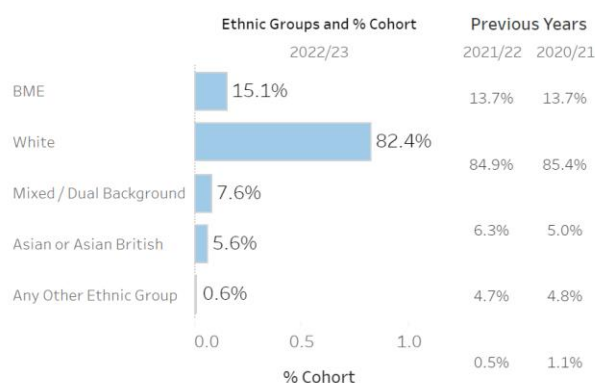


FSM 3 YEAR TREND



ETHNICITY

15.1% of 'All Pupils'
are Black Minority Ethnic



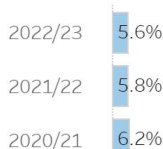
ENGLISH AS ADDITIONAL LANGUAGE (EAL)

Pupils' whose
First Language
is Other than
English was ...

5.6%



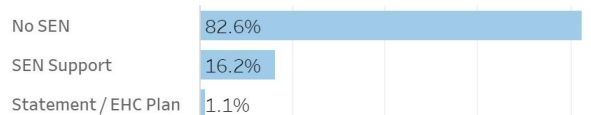
EAL 3 YEAR TREND



SPECIAL EDUCATIONAL NEEDS (SEN)



YOU LATEST SEN BREAKDOWN - 2022/23



Previous Years

| No SEN | | SEN Support | | Statement / EHC Plan | |
|---------|---------|-------------|---------|----------------------|---------|
| 2020/21 | 2021/22 | 2020/21 | 2021/22 | 2020/21 | 2021/22 |
| 88.0% | 82.7% | 11.2% | 17.0% | 0.8% | 0.3% |

The profile of our workforce and the advisory board

- **87% of our workforce identify as white British**
- **13% are from other ethnic backgrounds but low numbers may lead to identification of individual staff**
- **88% of our workforce identify as female**

3. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

- Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- Our behaviour policy ensures that all children feel safe at school and our anti-bullying policy addresses prejudicial bullying
- We report, respond to and monitor all discriminatory incidents
- We listen to and monitor views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training at the start of every academic year. Information is on the staff noticeboard and is an agenda item at staff meetings. Discovery policies and procedures are discussed and explained at training and staff are aware of their location on the Teams platform. School practice and curriculum expectations are also refreshed as part of this training.

The designated senior member of staff with overall responsibility for monitoring equality issues is the Headteacher.

The advisory board consider the equality implications of data reports and the policies it is responsible for reviewing.

What we did during the last year

- Reviewed the Anti-Bullying policy
- Reviewed CPOMS tabs to ensure the language used is inclusive and appropriate and covers all protected categories so that incidents can be recorded, monitored and analysed correctly and any trends can be spotted.
- Reviewed safeguarding policy
- Reviewed the behaviour policy
- Reviewed Accessibility Plan
- Staff have completed the GEC survey
- Adopted blind recruitment procedures to ensure recruitment practices are not discriminatory

5. Advancing equality of opportunity

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Analyse data on participation rates in extra curricula activities for pupils with different characteristics
- Listen to the views of parents/carers, staff and pupils

What we did during the last year

- Ongoing review of curriculum content regarding inclusion and diversity to ensure children are taught about significant individuals representing all groups with protected characteristics and to ensure all children see them represented in the curriculum we teach. To inspire all children to be ambitious and see the range of opportunities available to them.
- We revised trip planning processes and locations to consider the needs of all pupils including those with disabilities or other additional needs to ensure all children can access trips successfully.
- School staff have completed a survey regarding their understanding of inclusive practice which will form the basis of staff training and changes to provision moving forward. We want to ensure all staff have a secure understanding of inclusive practice in order to support each other and our school community in ensuring the best outcomes for everyone in education, wellbeing and life chances.
- The SENDCO has improved reporting of SEND provision to ensure a consistent approach and timely communication with parents to ensure all children have access to quality learning opportunities that meet their needs and is also available on the playground for discussion with parents.
- SLT and teachers have ensured that modifications to computers have been put into place to ensure the accessibility of devices for all learners, including using accessible software.
- The SENDCO has provided equipment to support children with additional needs such as writing slopes and wobble cushions.
- SLT has ensured that the Pupil Premium fund is allocated to families to use so that pupils have access to an after school sports club and a subsidised music lesson each week if they choose to partake.
- The school ELSA has worked with identified pupils in school, to support wellbeing through a variety of interventions.

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting celebration, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures with diverse characters, including neuro diversity

- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

What we did during the last year

- Fostered links with charitable organizations to promote an understanding of world issues, empathy and tolerance including ASHA and Jeans for Genes charity
- Elected ASHA ambassadors to raise the profile of our links with the charity, develop relationships with children in India and share their knowledge of children from other communities with our school to foster understanding and respect for other cultures.
- SLT delivered whole school and class assemblies to celebrate the diverse nature of our school community, Leicestershire and the wider world to develop the idea of global citizenship and educate children to be respectful of all people and understand their similarities and differences.
- Reviewed the PSHE/SRE policies and curriculums in line with new government guidance to ensure children are taught about different families structures, lifestyles and about people with protected characteristics.
- The school council members have been engaging with the Pupil Parliament and developing relationships with children from other schools who come from a range of backgrounds. This is enabling them to develop an understanding of children with different experiences from their own and to learn about and discuss issues facing children all over the world.

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays and is culturally appropriate
- Is accessible to pupils with disabilities/SEND needs
- Has equivalent facilities for boys and girls

8. Our equality objectives for 2021 – 2025

Objective 1: By 2025, reduce the gender gap in phonics pass rates so that boys perform in line with girls and both groups performing in line with National.

Why we have chosen this objective: To reduce the current gap in phonics between boys and girls to ensure all pupils are reading by 6.

To achieve this objective, we plan to: Provide Quality First Teaching of synthetic phonics from EYFS; to ensure SALT screens identify needs within the cohort; to work more closely with our pre-school and feeder nursery schools to ensure early access to high quality phonics.

Progress we are making towards this objective: Training for a well-established synthetic phonics system took place during the inset day in the new school year (RWInc) and all staff received training; SALT assessments are completed at the onset of the school year to ensure pupils with needs are identified; intervention plans in place following screening to ensure gaps are being closed; early referrals to EPIC SALT team for children with additional needs.

Objective 2: By 2025, increase the progress and attainment of disadvantaged pupils in line with all pupils nationally.

Why we have chosen this objective: to close the gap between disadvantaged and non-disadvantaged and to ensure that the COVID lockdown does not widen the gaps for this group of pupils.

To achieve this objective, we plan to: Use Century Maths, Spelling and reading as interventions and in class based learning; daily reading sessions for all PP pupils; targeted intervention for year 5 to prepare for year 6; maths interventions for year 3 and 4 to ensure that they are able to pass the times table check in year 4; phonics interventions; Zones of Regulation to support well-being; ensure that all pupils have access to a device in key stage 2, with year 5 and 6 children having 1 device per person and iPads and laptops available to KS1.

Progress we are making towards this objective: We have established Century Maths for all of key stage 2 with maths becoming more secure and reading and spelling at the developing stage. We have trained staff in Colourful Semantics and Zones of Regulation. Risk Mitigation plan in place for year 4.

We have doubled the number of laptops in the school over the last 12 months and purchased an additional 64 tablets.

Objective 3: By 2025, consider working arrangements and recruitment options to support a wider talent pool and ensure equity in the school workforce.

Why we have chosen this objective: To ensure that the school workforce is diverse and that it represents our local community and wider society.

To achieve this objective, we plan to: ensure that all job adverts include a diversity statement; to ensure that the recruitment process is a blind process; to complete reviews with staff to ensure that all members of the workforce have the opportunity to discuss their roles; to enable staff to have a flexible working pattern if required; to ensure that all staff and members of the Advisory Board complete diversity training.

Progress we are making towards this objective: all leaders and some members of the Advisory Board have completed Diversity training; all recruitment processes since January 2021 have been blind; staff reviews have taken place with staff identifying roles and training needs.

9. Monitoring arrangements

The Headteacher will update the equality information report and report progress against the equality objectives annually to the Advisory Board.

This document will be reviewed by the advisory board annually.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Anti-Bullying Policy
- Behaviour Policy
- Physical Intervention Policy
- Exclusion Policy
- Educational Visits Policy
- RSE policy
- Curriculum policy
- Equality Strategy
- Recruitment policy
- Assessment policy