



## Public Sector Equality Duty

### Equality Statement

This statement provides information about how Millbrook Primary School ensures it meets its Specific Equalities Duties. The Public Sector Equality Duty requires our school to publish information about Equalities. The Equality Act 2010 clearly states that the following groups must be taken into account as they have protected characteristics.

- Age
- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

This policy applies to both pupils and adults and its principles and values apply equally to everyone.

### General Duties

The three aims of the Public Sector Equality Duty are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

### Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

1. publish information to demonstrate how the school is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
2. prepare and publish equality objectives.

### **Principles and values**

We will collect and use equality information to help us to:

1. identify key issues
2. understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby, plan them more effectively
3. assess whether we are discriminating unlawfully when carrying out any of our functions
4. identify what the key equality issues are for our organisation
5. publish information to demonstrate how our school is complying with the PSED
6. prepare and publish objectives to meet our PSED.

Appendix 1 provides information about Millbrook Primary School

Appendix 2 outlines the equality objectives for Millbrook Primary School

## Appendix 1

### The school community 2016/17

The percentage of pupils who have been eligible for free school meals at any point in the past six years is 23%.

The percentage of pupils from ethnic minority backgrounds is 8%.

The percentage of pupils who speak English as an additional language is 4.4%

The percentage of pupils who have special educational needs or are disabled is 26%

43% of our pupils are girls compared to 49% nationally.

No pupils have been permanently excluded

There were 19 fixed term exclusions during this period for 6 different children. Of these children (one child may appear in 2 or more categories):

|                            |   |
|----------------------------|---|
| Disadvantaged              | 2 |
| SEND                       | 4 |
| EAL                        | 0 |
| Ethnic minority background | 0 |

Our workforce is 5 males (plus regular male VAT staff x 4) and 45 females.

## **Appendix 2**

### **Equality objectives 2017/18**

- To track progress of more able disadvantaged pupils and ensure that a higher number of disadvantaged pupils achieve higher levels in reading, writing and maths.
- To narrow the gap between disadvantaged pupils and their peers in reading, writing and maths throughout the school.
- To narrow the achievement gap between disadvantaged boys and their peers in reading and writing at the end of Key Stage 2.
- To reduce the occurrence of racist , bullying and behaviour incidents through our values and through the curriculum as well as through a reviewed behaviour procedure
- To reduce the number of exclusions for disadvantage pupils, particularly for those with very difficult home lives

Progress towards achieving these objectives is monitored by the headteacher and periodically reviewed by the local governing body.