



Richard Durning's Endowed Primary School Annual Report on Equality 2023 - 2025

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

Richard Durning's Endowed Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

Information on other groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN) Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Richard Durning's Endowed Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act. We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying • Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision

- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

Ensuring that Richard Durning's Endowed Primary School is seen as a community school within our local community

Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Appendix

Equality Objectives

At Richard Durning's Endowed Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Background Evidence

Children have missed large periods of being in school due to COVID19 lockdown. We are aware that on return to school some children need "catch-up" provision. We have also found that some children have lower self-esteem than we would expect - this we believe, is as a result of the last few years where times have been different due to Covid and changes in life generally. Lastly, some of our classes have more than one gender than the other due to pupil numbers. We want to ensure that the curriculum provides for interests and needs for both genders.

Equality Objectives 2023 - 2025

Overall Target 1: To re-establish higher levels of self-esteem so no child is disadvantaged through lower levels of self-confidence and all children believe in themselves and their own ability.

Success indicators:

Children are seen to believe in themselves and lower self-esteem is not a barrier to their learning and putting themselves forwards.

Expense

Trustees have funded one group of Shine programme.

We received a grant from The Peter Lathom Charity for one group of the Shine Programme.

Timings

Progress is monitored informally through classroom observations and talking to the children over the course of the year. Shine self-reflection at the end of the programme.

Overall Target 2: To ensure the curriculum and provision in school meets the needs of all children.

Success indicators:

High levels of engagement is seen by all children in lessons and when talking to the children about the opportunities given to them.

All children fully access all areas of the curriculum through adaptive teaching.

Expense

This will be met through the usual school budget and also from the Sports Premium Funding.

Timings

Provision is monitored constantly in general class and school observations and also through take up of extra activities.