



## Richard Avenue Primary School

### Public Sector Equality Duty 2023-24

Richard Avenue Primary School are committed to equality.

We are committed to a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We wholeheartedly concur with the Equality and Human Rights Commission (EHRC) statement:

*'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both pupils and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and pupils create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'*

In all aspects of school life we are committed to fairness and equality; this includes through:

- our curriculum
- assembly programme
- pastoral support
- extra-curricular programme and activities

There are three main elements within the act and in carrying out our functions, as a school, we must have regard for the need to:

1. Eliminate discrimination and other conduct prohibited by the act.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

This duty applies to all pupils, staff and others using the facilities. At all times we will give relevant and proportionate consideration to the PSED when considering our provision.

Protected characteristics under the Act are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

NB: Age and marriage and civil partnership are not protected characteristics within the school

provisions for pupils.

Our school will have due regard to advancing equality of opportunity including making a clear and consistent commitment to:

- Minimise or eliminate disadvantages suffered by person or persons who share a relevant protected characteristic
- Take steps to meet the needs of a person or persons who share a protected characteristic that are different from the needs of others who do not share it
- Encourage persons who share a relevant protected characteristic to participate fully in public life
- Encourage persons who share a relevant protected characteristic to participate fully in any school activity in which participation by such persons is disproportionately low

In exercising our duty we will consider the six Brown principles of 'due regard':

- 1. Awareness**
  - 1.1. all staff know and understand what the law requires
- 2. Timeliness**
  - 2.1. implications considered before they are implemented
- 3. Rigour**
  - 3.1. open-minded and rigorous analysis, including parent/student voice
- 4. Non-delegation**
  - 4.1. the PSED cannot be delegated
- 5. Continuous**
  - 5.1. ongoing all academic year
- 6. Record-keeping**
  - 6.1. keep notes and records of decisions & meetings

Richard Avenue Primary School welcome the opportunity to be transparent and accountable. Richard Avenue fulfils the specific duties of the Act by publishing their Equality Information and Objectives on the school's website.

We aim to present the information in a format that is easy to read and can be accessed simply from the school website.

### **Equality Information**

We maintain confidentiality and work to the principles set out in the General Data Protection Regulations (GDPR) to protect personal data. We publish information in a way so that no student or staff member can be identified.

## Staff

<b>Age</b>	The school complies with its equalities duties in this regard.
<b>Disability</b>	0% of staff have a recorded disability. We ensure reasonable adjustments are made where appropriate.
<b>Gender reassignment</b>	We are committed to supporting any staff member towards gender reassignment.
<b>Marriage &amp; civil partnerships</b>	The school complies with its equalities duties in this regard.
<b>Pregnancy and maternity</b>	The school complies with its equalities duties in this regard.
<b>'Race' / ethnicity</b>	Our staff profile comprises: White British 81% White and Asian 0% White and Black African 0% White and Black Caribbean 0% Any other mixed background 2% Any other white background 0% Black African 0% Chinese 0% Indian 2% Pakistani 2% Bangladeshi 13%
<b>Religion and Belief / no belief</b>	Religion is not recorded
<b>Sex (male/female)</b>	89% female 11% male
<b>Sexual orientation</b>	We are committed to supporting all staff members regardless of sexual orientation

## Pupils

<b>Age</b>	Our pupils' range in age from 3 to 11 years.
<b>Disability</b>	Reasonable adjustments are made where appropriate.
<b>Gender reassignment</b>	We are committed to supporting any student towards gender reassignment.
<b>'Race' / ethnicity</b>	<p>Our pupil profile comprises:</p> <p>White British – 20%          White Irish - 0% White and Asian – 1%          White and Black African – 1% Black African - 18%          Any other mixed background – 2% Any other white background – &lt;1% Any other Asian background - 4%          Any other ethnic group - 5% Bangladeshi - 38%          Chinese – 1%          Indian – 5%          Pakistani – 5%</p>
<b>EAL (English as an Additional Language)</b>	<p>71% EAL</p> <p>The languages spoken within our pupil profile are:</p> <ul style="list-style-type: none"> <li>● English</li> <li>● Arabic</li> <li>● Albanian</li> <li>● Bengali</li> <li>● Chinese</li> <li>● Edo/Bini</li> <li>● Farsi</li> <li>● French</li> <li>● Fula</li> <li>● Hindi</li> <li>● Igbo</li> <li>● Italian</li> <li>● Kisii</li> <li>● Kurdish</li> <li>● Luganda</li> <li>● Malayan</li> <li>● Panjabi</li> <li>● Pashto</li> <li>● Portuguese</li> </ul>

	<ul style="list-style-type: none"> <li>● Romanian</li> <li>● Serbian</li> <li>● Sinhala</li> <li>● Tamil</li> <li>● Telugu</li> <li>● Tigrinya</li> <li>● Urdu</li> <li>● Yoruba</li> </ul>
<b>Religion and Belief / no belief</b>	<p>Our student profile comprises: 75% - Christian  5% - Hindu  48% - Muslim 15% - No religion  2% - Roman Catholic 1% - Sikh  11% - Refused  1% Other</p>
<b>SEND</b>	<p>Pupils identified with a Special Education Need:</p> <ul style="list-style-type: none"> <li>● Education, Health &amp; Care Plan: 1%</li> <li>● School support: 15%</li> <li>● No Special Education Need: 84%</li> </ul>
<b>Sex – male/female</b>	<p>Female: 48%  Male: 52%</p>
<b>Sexual orientation</b>	<p>We are committed to supporting all pupils regardless of sexual orientation</p>
<b>Pupil Premium</b>	<p>Pupils eligible for Pupil Premium: 21%</p>

*We update our equality information annually.*

