



The Castle Partnership Trust

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Equality information and objectives

June 2018

Review Date: Information Summer Term 2019. Objectives Summer Term 2022

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1. Aims

Our school aims to meet its 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

Our objectives for the 2018-2022 are:

- To seek the full participation of all students in enrichment activities regardless of ability, impairment, background or belief
- To ensure that outcomes for all groups are tracked and monitored, with interventions put in place to remove barriers to learning, if any group is seen to be falling below expectations
- To actively monitor disadvantaged groups and put in place appropriate support and resources in order to close the attainment
- To ensure that all students with multiple vulnerabilities achieve The Trust's expectation
- To ensure that the gap in attainment between boys and girls in different subjects and in the national benchmarks continues to narrow against national averages.
- To actively seek to engage and involve parents from all groups in school life, for example attendance at parent's evenings, mentoring

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 articles of association.

3. Roles and responsibilities

The governing board will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years.

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

Meet with the designated member of staff for equality every year and other relevant staff members, to discuss any issues and how these are being addressed

- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor every year to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. 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.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September as part of their Safeguarding update.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)

- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

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)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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 tolerance, 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
- 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
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

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
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Our objectives for the 2018-2022 are:

- To seek the full participation of all students in enrichment activities regardless of ability, impairment, background or belief
- To ensure that outcomes for all groups are tracked and monitored, with interventions put in place to remove barriers to learning, if any group is seen to be falling below expectations
- To actively monitor disadvantaged groups and put in place appropriate support and resources in order to close the attainment

- To ensure that all students with multiple vulnerabilities achieve The Castle School expectation
- To ensure that the gap in attainment between boys and girls in different subjects and in the national benchmarks continues to narrow against national averages.
- To actively seek to engage and involve parents from all groups in school life, for example attendance at parent's evenings.

9. Monitoring arrangements

The Headteacher or appropriately named SLT member will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by Headteacher or appropriately named SLT member at least every 4 years.

This document will be approved by the Board of Directors.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
 - Risk assessment
-

		Court Fields School	
		Number	%
Gender	Girls	367	49.53
	Boys	374	50.47
Ethnicity	Any other Asian background	11	1.48%
	Any other Black background	2	0.27%
	Any other ethnic group	2	0.27%
	Any other mixed background	3	0.40%
	Any other White background	16	2.16%
	Black - African	2	0.27%
	Chinese	1	0.13%
	Gypsy/Roma	10	1.35%
	Information Not Yet Obtained	3	0.40%
	Refused	2	0.27%
	White - British	679	91.63%
	White - Irish	1	0.13%
	White and Asian	8	1.08%
	White and Black Caribbean	1	0.13%
	Any other Asian background	11	1.48%
Any other Black background	2	0.27%	
Free School Meal Eligibility	Not Eligible	672	90.69
	Eligible	69	9.31
Religion/Belief	Buddhist	2	
	Christian	365	
	Hindu		
	Jewish		
	Muslim	2	
	Sikh		
	Other	17	

	Refused	29	
	Blank	76	
	No Religion	252	
Special Educational Needs	No Special Educational Needs	638	86.1
	SEN Support	94	12.69
	Education, Health & Care plan	9	1.21
Profile of Need (% based on total number of pupils with Primary Need)	Autistic Spectrum Disorder	2	1.94%
	Hearing Impairment	1	0.97%
	Moderate Learning Difficulty	20	19.42%
	Other Difficulty/Disability	3	2.91%
	Profound & Multiple Learning Difficulty	1	0.97%
	Severe Learning Difficulty	2	1.94%
	Social, Emotional and Mental Health	14	13.59%
	Specific Learning Difficulty	40	38.83%
	Speech, Language or Communication Need	18	17.48%
	Visual Impairment	2	1.94%

Attendance

Court Fields School	
	%
Attendance	94.14
Unauthorised absence	1.29

		The Castle School	
		Number	%
Gender	Girls	560	47
	Boys	627	53
Ethnicity	White British	1044	88
	Other White and European (inc White Irish)	56	5
	Gypsy Roma/ Irish Traveller/ Other	1	<1
	White & Asian	10	1
	White & Black African	4	<1
	White & Black Caribbean	5	<1
	Mixed Heritage	10	1
	Black- African Heritage	7	<1
	Asian - Indian	14	1
	Asian - Pakistani	-	-
	Asian - Bangladeshi	2	<1
	Asian - Any Other Asian Background	22	2
	Chinese	1	<1
	Any other minority ethnic group	4	<1
	Statement - Refused	7	<1
Free School Meal Eligibility	Not Eligible	1118	94
	Eligible	69	6
Religion/Belief	Buddhist/Taoist	1	
	Christian	675	
	Hindu	3	
	Jewish	-	
	Muslim	7	
	Sikh	-	
	Other	36	

	Refused	38	
	No Religion	339	
Special Educational Needs	No Special Educational Needs	1111	94
	SEN Support	68	6
	Education, Health & Care plan	8	<1
Profile of Need (% based on total number of pupils with Primary Need)	Autistic Spectrum Disorder	7	9
	Social, Educational and Mental Health	24	32
	Hearing Impairment	3	4
	Moderate Learning Difficulty	11	14
	Visual Impairment	1	1
	Physical Disability	2	3
	Profound & Multiple Learning Difficulty	-	-
	Speech Language & Communication Need	11	14
	Specific Learning Difficulty	15	20
	Severe Learning Difficulty	2	3
	Other Difficulty/Disability	-	-

Attendance

	The Castle School
	%
Attendance	95.3
Unauthorised absence	0.7