



## **EQUALITIES INFORMATION**

**DATE OF PUBLICATION November 2015**

The Public Sector Equality Duty 2011 has three aims under the general duty for Schools:

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.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

This information should also be read in conjunction with our equality objective(s). In compiling this equality information we have:

- identified evidence of equality we already have within policies and practice and identified gaps;
- examined how we engage with the protected groups, identifying where practice could be improved;

## Pupil-related information

Information	Evidence and commentary																																													
Attainment in Maths/English – by gender 2014-15	<p>End of KS2</p> <table border="1" data-bbox="712 379 1809 671"> <thead> <tr> <th></th> <th>Level 4</th> <th>Level 4b+</th> <th>Level 5+</th> <th>Level 6</th> </tr> </thead> <tbody> <tr> <td>Rdg Boys</td> <td>93</td> <td>93</td> <td>43</td> <td>0</td> </tr> <tr> <td>Rdg Girls</td> <td>75</td> <td>75</td> <td>50</td> <td>0</td> </tr> <tr> <td>Wrt Boys</td> <td>86</td> <td>86</td> <td>29</td> <td>0</td> </tr> <tr> <td>Wrt Girls</td> <td>75</td> <td>75</td> <td>25</td> <td>0</td> </tr> <tr> <td>Maths Boys</td> <td>93</td> <td>93</td> <td>36</td> <td>14</td> </tr> <tr> <td>Maths Girls</td> <td>75</td> <td>75</td> <td>50</td> <td>0</td> </tr> <tr> <td>Combined Boys</td> <td>86</td> <td>86</td> <td>14</td> <td>0</td> </tr> <tr> <td>Combined Girls</td> <td>75</td> <td>75</td> <td>25</td> <td>0</td> </tr> </tbody> </table>		Level 4	Level 4b+	Level 5+	Level 6	Rdg Boys	93	93	43	0	Rdg Girls	75	75	50	0	Wrt Boys	86	86	29	0	Wrt Girls	75	75	25	0	Maths Boys	93	93	36	14	Maths Girls	75	75	50	0	Combined Boys	86	86	14	0	Combined Girls	75	75	25	0
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Attainment in Maths/English – by race 2014-15	<p>94% of white pupils achieved a Level 4 in Reading, 88% in Writing and 94% in Maths</p> <p>0% of Black and Ethnic Minority Pupils achieved Level 4 in Reading, 0% in Writing and 0% in Maths</p> <p>47% of white pupils achieved a Level 5 in Reading, 29% in Writing and 41% in Maths</p> <p>0% of Black and Ethnic Minority Pupils achieved Level 5 in Reading, 0% in Writing and 0% in Maths</p> <p>Combined APS for White Pupils was 29.1 and for Black Ethnic Minority Pupils was 19.5</p>																																													
Attendance by gender 2014-15	13% of girls have over 99% attendance and 17% of boys have over 99% attendance (134 pupils)																																													
Participation in the student council by race 2014-15	<p>100% of the student council is White</p> <p>This is broadly reflective of the school community</p>																																													
Participation in After School Clubs as at Summer 2015	On average, 10% of pupils attending are SEND and 90% are not SEND which is broadly reflective of the school community																																													

**Workforce information** (this is only required for schools with more than 150 staff – but is good practice)

<b>Information</b>	<b>Evidence and commentary</b>
Gender of workforce as at April 2015	87% of our workforce are female and 13% are male  We have less men within our employment than the average of the total school workforce
Race distribution of workforce as at April 2015	0% of our workforce is Black & Ethnic Minority and 100% are White British. This is reflective of our local community
Shortlisted candidates by age 2010-11	12% of our candidates are aged under 24  18% aged 25-34, 53% aged 35-44  11% aged 45-54, 6% aged over 55
<b>Workforce Information Continued</b>	<b>Evidence and Commentary</b>
Attendance at external training by gender in 2014-15	Of 17 staff who have attended external training in the last year, 15 were female (88%) and 2 male (12%)
Leavers by gender in 2014-15	4 staff left the school in the last year, all of whom were female. This is understandable given the gender representation in the workforce
Sexual orientation	The school does not collect data regarding sexual orientation of staff and currently has no mechanism to engage with this group

**Other information** (examples highlighted but please note that this is additional information which is not necessarily required)

Information	Evidence and commentary
Attendance at parents evenings 2014-15	100% of parents with known disabilities attended parents evening compared with 85.1% of non-disabled parents
Governor representation as at April 2015	54% Male, 46%Female  100% White, 0% BEM
Volunteers as at April 2015	82.5% Female, 17.5% Male  0.03% BEM, 99.97% White

### EQUALITY OBJECTIVE(S)

**DATE OF PUBLICATION Nov 2015 (NB must be updated at least every four years)**

The Public Sector Equality Duty has three aims under the general duty for schools:

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We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

The objectives should also be read in conjunction with the school's current equality information from which the objective was derived.

**Objective 1: Further develop the teaching mathematics using the models & imagery approach so that an equal gender balance is promoted in achievement**

**Objective 2: Ensure the curriculum promotes a wider appreciation of learning for pupils in different contexts and cultures from those represented in Awbridge**

**Objective 3: During all staff appointment processes, ensure that we seek opportunities to secure a broad range of candidates which maintain key equalities principles**