



## Equality Information and Objectives Policy

<b>Version</b>	<b>2</b>
<b>Date of latest version</b>	<b>September 2019</b>
<b>Date to be reviewed</b>	<b>September 2023</b>
<b>Changes:</b>	
<b>Census data has been updated with information from Autumn 2019 census and Summer 2018 census</b>	

We recognise that the public sector equality duty has three aims and they are to

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who have a shared characteristic and those who do not

The Senior leadership team and governors are developing more formal systems to review how well we 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).

### **Pupil related data**

The Census data of Autumn 2019 shows that Ropley is a school of 155 students. The great majority of these students are White British background with only 2 children from ‘any other white british background’ and 1 black Caribbean and 1 white Asian. There is one pupil who speak English as an additional language.

In most year groups there is an even number of boys than girls.

The number of students who take free school meals is low (1.3%) set against national levels. The number of children with EHCPs is 3.87% The percentage of children with SEN provision including EHCPs (8.9%) is below national figures.

The school experiences broadly average pupil mobility.

Attendance levels are high. In the summer term 2018 the percentage of authorised absence was 3.91% and the unauthorised figure was 0.99%. These figures are significantly below national averages.

Overall student levels of attainment are high. In addition we have data across a range of characteristics indicating progress of specific groups. A significant majority of these show achievement above or well above the national average, though some care has to be taken with this data where the number of students is small.

### Staff related data

The workforce at Ropley cover a variety of role from teachers to support staff and to those involved in the maintenance of the school building, sports and music. Statutory responsibilities are followed as staff are appointed and promoted to posts within the school. Regular reviews of staff structures also take place to review equality issues specifically those of experience and gender.

Information	Evidence and commentary
Staff data base is currently incomplete across the characteristics	Newly appointed staff complete the forms and the data is available for analysis
Staff have varying family commitments and ICT is used to ensure they are able to access their work from school and off site.	Staff have the flexibility to complete their planning work on site or at home depending on their circumstances. Occasionally staff may do their PPA work at home (with prior permission from the Headteacher.)

### Equality Objectives

Having referred to and analysed our equality information we have set ourselves the following objectives:-

- Objective 1      Ensure all children, regardless of where they live, can feel part of the school community and access all events.
- Objective 2`    Find out the extent of the 'digital divide' from both the families and staff and evaluate the support given by the school.
- Objective 3      Monitor the amount of non-attendance due to holidays & compare with the data from the 7AS schools.
- Objective 4      Identify barriers to equality (both staff and children) and ensure that data is entered onto our management information system
- Objective 5      Ensure tolerance/celebration of difference in race, gender, disability and belief are reflected and promoted in the curriculum offered to the children.