



Equality Statement and Objectives

2023-2027

Introduction:

At Nantwich Primary Academy, we are committed to promoting equality of opportunity and fostering an inclusive environment for all members of our school community. We strive to eliminate discrimination, advance equality, and foster positive relationships across all protected characteristics as outlined in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Aims:

Our school aims to meet its obligations under the public sector equality duty by having due regard to:

- Eliminating discrimination and prohibited conduct by the Equality Act 2010
- Advancing equality of opportunity between different groups
- Fostering good relations among individuals with different protected characteristics

Legislation and Guidance:

This document complies with the requirements of:

- The Equality Act 2010, which consolidates and strengthens numerous pieces of legislation to protect individuals from discrimination and advance equal opportunities for all
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish equality information and objectives
- The Human Rights Act 1998, which sets out the fundamental rights and freedoms that everyone in the UK is entitled to, including the right to education and protection from discrimination
- The role of the Equality and Human Rights Commission (EHRC) in enforcing the Equality Act 2010 and the Human Rights Act 1998, promoting equality across a range of characteristics, and fostering compliance with human rights standards
- Department for Education (DfE) guidance on the Equality Act 2010 and schools

Roles and Responsibilities:

The Local Governing Committee will:

- Ensure the publication and communication of equality information and objectives
- Review and update the document at least once every four years
- Conduct an annual review to monitor the progress towards achieving the objectives
- Delegate daily monitoring of objectives to the Principal

The Principal will:

- Promote knowledge and understanding of the equality objectives among staff and students

- Monitor the success of the objectives and report back to the Governing Committee
- Ensure that staff are given protected time for regular Equality Act training

Eliminating Discrimination:

At Nantwich Primary Academy, we actively work to eliminate discrimination through various means, including:

- Adoption of the single Equality Scheme
- Implementation of a Positive Behaviour Policy to address bullying and ensure a safe environment
- Reporting, responding to, and monitoring incidents of discrimination
- Regular monitoring of the curriculum to promote diversity, respect, and challenge stereotypes
- Ensuring high-quality teaching to support all students in reaching their potential
- Tracking pupil progress and intervening when necessary
- Providing equal access to extracurricular activities
- Listening to and monitoring the views and experiences of students and adults
- Conducting regular Equality Act training for staff

Advancing Equality of Opportunity:

To advance equality of opportunity, we focus on the following actions:

- Using gathered information to identify and plan targeted interventions for underachieving groups or individuals
- Ensuring active participation of parents/carers and students in school development
- Encouraging full involvement of all students in school activities
- Meeting the individual needs of children

- Listening to parents/carers and students consistently

Fostering Good Relations:

We strive to foster good relations between individuals with different protected characteristics by:

- Promoting tolerance, friendship, and understanding of various religions and cultures through the curriculum
- Delivering assemblies to raise awareness of relevant issues
- Implementing initiatives to address tensions and promote harmony within the school
- Collaborating with parents to promote knowledge and understanding of different cultures
- Establishing connections with people and groups

Accessibility:

We are committed to providing an inclusive and accessible environment for all members of our school community. We actively work to improve both physical and digital accessibility, ensuring that all individuals can fully participate in school activities, access school resources, and engage with communication from the school.

In addition to our comprehensive Accessibility Plan and Disability, Equality, and Access policies, we are in the process of investigating how to create a Digital Accessibility Policy. This policy is envisioned to outline our commitment to digital accessibility and detail the steps we will take to ensure our digital resources are accessible to everyone.

In it, we will strive to follow the Web Content Accessibility Guidelines (WCAG) and encourage members of our community to report any accessibility issues they encounter. We also ensure that staff are trained in creating and maintaining accessible digital content.

Accessibility of the Document:

This Equality Statement and Objectives document is available on the Nantwich Primary Academy website. Hard copies can be requested from the school office. The school will provide the document in different formats upon request to the best of its ability, within a timeframe reasonable to the nature of the request.

Equality Objectives:

1. Develop awareness of own identity and understanding of other cultures:

We aim to create a curriculum and school environment that celebrates diversity and fosters understanding and respect for all cultures and identities.

2. Increase inclusivity in the curriculum:

To achieve this, we will ensure that the curriculum includes diverse representation, adapts to the learning needs of all students, promotes understanding and respect, uses inclusive learning materials, and provides staff with training on creating an inclusive curriculum. We will also regularly assess and revise the curriculum to ensure its inclusivity.

3. Monitor and analyse pupil achievement by different characteristics and provide additional support when needed:

We will use the data we gather to identify underachieving groups or individuals and plan targeted interventions. We will ensure that these interventions are tailored to the specific needs of the students and are designed to help them reach their full potential.

4. Improve the attendance of all groups of children to meet national expectations:

To achieve this, we will work to understand the barriers to attendance for different groups and develop strategies to address these. This might involve working with parents and carers, offering additional support to students, and creating an inclusive and welcoming school environment.

Collated: June 16th, 2023, | Total Number of Pupils on roll: 196

	Male	Female	FSM	PP	EAL	SEN	EHCP	In Care / Looked After
Nursery	10	17	2	2	2	5	0	0
Reception	4	14	4	4	1	3	2	0
Year 1	7	10	4	4	2	6	0	0
Year 2	16	13	12	12	5	7	2	0
Year 3	17	10	14	14	5	8	4	0
Year 4	13	9	8	8	5	7	0	0
Year 5	14	14	14	14	8	9	2	0
Year 6	16	12	12	13	6	11	4	1

Special Educational Need	Percentage	Actual number
No SEN	71.4%	140
SEN	28.6%	56
EHCP	7.1%	14

Gender	
Boys	97
Girls	99
Total	196

Ethnic Categories							
White – British	116	White – English	13	White Other	3	White & Black African	3
White & Black Caribbean	9	White & Asian	5	Any Other White Background	15	White & Asian	5
Any Other White Background	15	Any Other Mixed Background	4	Black – Nigerian	4	Black – African	3
Indian	3	Sri Lankan Sinhalese	2	Turkish	2	Other White British	2
Other Mixed Background	2	Any Other Asian Background	2	Roma	2	Other Gypsy / Roma	1
White & Any Other Asian Background	1	Chinese	1	Any Other Ethnic Group	1	Information Not Yet Obtained	0

Religion and Belief							
Anglican / Church of England	1	Buddhist	2	Christian	33	Hindu	1
Muslim	9	No Religion	42	Other Religion / Faith	3	Refused Information	14
Roman Catholic	1	Romanian Orthodox	1	Sikh	1		