



Equality Information & Objectives

Approved by: Headteacher & SLT

Last reviewed: September 2022

Next review: September 2023

Gaskell Primary School Equality Information and Objectives

At Gaskell Primary School we seek to value everyone, and our school is committed to equality in practice. We welcome our legal duties to eliminate discrimination, and to promote community cohesion.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect;
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair;
- Gaskell is a school committed to producing good citizens – locally, nationally and globally.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, pupils, parents/carers and others in the following ways:

- All staff and children in school have the right to be respected, the right to learn and the right to be safe;
- There are clear levels of pastoral care in school:
 - o Mental Health First Aiders
 - o Pastoral / Wellbeing Mentor
 - o Teachers / TAs
 - o SLT
- New PHSE / RSE Curriculum and policy
- Class and whole school assemblies embrace a breadth of cultures, religions and family groups
- School events celebrating cultural occasions
- Parent Forum
- Pupil Premium Grant Funding
- Effective school council;
- House teams which include children from EYFS to Year 6; • Involvement in the Positive Parenting Programme (Triple P);
- All racist incidents are recorded and reported to the Local Authority;
- CPOMS Behaviour recording system

Pupil Information

		School	National
Number on roll		465	
Gender	Female	50%	
	Male	50%	
Minority Ethnic Groups			
1st language	English	30%	
	Other	70%	
From M E Groups		86%	
Special Educational Needs and/or Disabilities	SEN Support	67 Pupils	
	EHCP	6 Pupils	
Free School Meals (including Ever 6)		28% 30%	
Pupil Premium		139	
School Deprivation Indicator		954%	

Our Equality Objectives

- Educate all about discrimination and prejudice and promote a harmonious environment;
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress;
- To reduce the number of fixed term and permanent exclusions;
- Ensure that the appointment of staff is in line with equal opportunities legislation.