Forefield Community Infant and Nursery School

Equality Information and Objectives

Public Sector Equality Duty

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The Equality Act 2010 requires us to publish information that demonstrates that we have 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 and people who do not share it
- **Fostering good relationships across all characteristics** between people who share a protected characteristic and people who do not

Forefield Community Infant and Nursery School is an inclusive school with our focus being on the well – being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Equality Information

Number of pupils on roll at school: 323

Age of pupils: 3 to 7

Information on pupils by protected characteristics:

The Equality Act 2010 protects people from discrimination based on protected characteristics. Every person has several protected characteristics, so the Act protects everyone against unfair treatment. To ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

Information on other groups

In addition to pupils with protected characteristics, we gather information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs and Disabilities
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

Gender: 49% girls 51% boys

Pupils eligible for Free School Meals (FSM): 11%

Pupils eligible for Pupils Premium Funding – Disadvantaged group:2.5 %

Pupil with Special Educational Needs (SEND) 14%

Pupils with English as an Additional Language (EAL) 3.5%

Young carers 0%

Looked After Children: 2%

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups be identified and narrowed within national averages over time.

Eliminating discrimination and other conduct that is prohibited by the Act:

At Forefield Community Infant and Nursey School everything we do to carefully consider equality issues is with “Due regard” meaning that we work collectively towards eliminating discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.

We are committed to working for equality for our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying (Behaviour Policy May 2023)

- Reporting, responding to and monitoring all racist incidents
- Delivering a curriculum to ensure that it meets the needs of our pupils, promotes the respect for diversity and challenges negative stereotyping
- Ensuring that high quality teaching is the essence of all classroom practice
- Tracking pupil progress to ensure rapid progress is made from their starting point for all children
- Offering a wealth of extra-curricular activities available to all children
- Listening to parents and carers in relation to their views and experiences of the effectiveness of our policy and procedures.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Using the information, we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Always Listening to pupils

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that Forefield Community Infant and Nursery is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives

At Forefield Community Infant and Nursery School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. To further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives: -

Objective 1

The attendance rates of disadvantaged pupils will improve year-on-year to meet a 96% target by the end of the 2026/27 academic year

Objective 2

To Improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity

Objective 3

To narrow gaps in attainment between vulnerable pupils and other pupils in school

Objective 4

To support the emotional well-being of all pupils, parents/carers and staff