

Beamish and Pelton Federation of Schools



Equality Objectives and Equality Information

November 2017
To be reviewed Nov 2020

Equality Information and Equality Objectives for Beamish and Pelton Federation of Schools

Equality Act 2010

Beamish and Pelton Federation of Schools' provision of the public sector equality duty

We in Beamish and Pelton Federation of Schools are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

We will have **due regard** to advancing equality of opportunity includes making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of person who share a protected characteristics that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.
- take steps to promote British Values of democracy, the rule of law, individual liberty and mutual respect and tolerance

We will take into account the six Brown principles of 'due regard'

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented

- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** –keep notes and records of decisions & meetings

The protected characteristics for the schools provisions are:

- Disability.
- Gender reassignment.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions.

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

At the Beamish and Pelton Federation we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

The Beamish and Pelton Federation aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

The Beamish and Pelton Federation believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

The Beamish and Pelton Federation does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At the Beamish and Pelton Federation, our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

The Beamish and Pelton Federation does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated at our schools and we are continuously working towards a more accepting and respectful environment for our schools community.

Durham County Council's Equal Opportunities Policy further outlines the school's policies regarding equality.

Equality Information:

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

Staff: **Pelton** **Beamish**

Age	50 employees aged between 19 -79 19 employees aged between 21 -63
Disability	0 staff – 0% of staff record a disability. 0 staff – 0% of staff record a disability. We ensure reasonable adjustments are made where possible.
Gender reassignment	We would support any staff member undergoing gender reassignment.
Marriage & civil partnerships	Figures change – we comply with our equality duty
Pregnancy and maternity	Figures change – we comply with our equality duty
‘Race’ / ethnicity	50 staff - 100% White-British 19 staff - 100% White-British
Sex – male/female	50 staff - 48 (96%) female 2 (4%) male 19 staff - 19 (100%) female
Sexual orientation	We support all staff members regardless of sexual orientation

Pupils

Age	n/a
Disability	19 record a disability 0 record a disability
SEN	25.38% at School Action or School Action + 35% at School Action or School Action +
EHC Plans	0.6% (2) with EHC Plans 3% (2) with EHC Plans
Gender reassignment	We would support any pupil undergoing gender reassignment or questioning their gender.
Pregnancy and maternity	We would comply with our equality duty and have planned to deliver education on site if and when required or offer a place at the Pregnant Schoolgirl Unit, DCC

'Race' / ethnicity	97% White-British 2% minority ethnic background, 1% prefer not to say 97% White-British 3% minority ethnic background
EAL	2 languages spoken. 0.6% of EAL pupils are in the initial stages of acquiring English. 2 languages spoken. 0% of EAL pupils are in the initial stages of acquiring English.
Religion and Belief / no belief	Pupils gave information – we comprise of Christian, Buddhist, Muslim, Jehovah's Witness and no religion. Pupils gave information – we comprise of Christian, Church of England, Roman Catholic, Methodist and agnostic.
Sex – male/female	333 pupils - 46% (154) female 54% (179) male 81 pupils - 43% (35) female 57% (46) male
Sexual orientation	We support all pupil members regardless of sexual orientation
Pupil Premium	30% 35%
Vulnerable groups of pupils whose prior attainment may be different from that of other groups	2 looked after children 0 attending PRU 0 alternative provision 2 looked after children 0 attending PRU 0 alternative provision

Achievement information

- Promoting an inclusive environment
- Wide range of after school clubs which appeal to many talents/abilities
- Good links with outside agencies
- Restorative behaviour policy
- Good relationships with families
- Promoting British Values

We will update our equality information at least annually

Equality Objectives

Our equality objectives are:

1. To promote more visitors to the Federation from diverse backgrounds.
2. To celebrate the cultures of minority ethnic pupils.
3. To celebrate the beliefs of all religious groups in the Federation.
4. To arrange more educational visits to religious buildings associated with minority ethnic groups.
5. To consider building adjustments needed to accommodate the needs of disabled pupils/visitors.

We will update our equality objectives every four years and will publish progress on them annually in our equality information

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage are more appropriate

Headteacher: _____

Chair of Governors: _____