



Hucknall National C of E Primary School

Equality Information and Objectives Statement

“A new command I give you: Love one another. As I have loved you, so you must love one another.” John 13:34

Person Responsible: Sarah Barratt (Headteacher)

Hucknall National C of E Primary School is part of Southwell and Nottingham Multi-Academy Trust. As a church school, we believe in the dignity and worth of all members of our school and community. It is a priority at our school to ensure that every member of our school community feels valued and respected and that each individual is treated equally and justly to enable everyone to ‘live life in all its fullness’ (John 10:10). We are a caring family and community with a shared set of Christian values that foster respect and love for all.

At Hucknall National C of E Primary School, our vision is that everyone in our school community and beyond is able to ‘live life in all its fullness’, through ‘growing together in learning, love and faith’. We educate for wisdom and aspiration with the help of the church and the community through a culture of dignity and respect. We aim to cultivate the wellness, gifts, talents and ambitions of every child and equip them with the wisdom, knowledge and skills to live life in all its fullness. We regard all members of the school community and our local and global neighbours as special, unique individuals who are created in God’s image and who deserve to be treated equally and with respect without any form or fear of discrimination.

We welcome our duties under the Equality Act 2010. The school’s general duties with regard to equality are:

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

We aim to implement this policy and its implementation to:

- Ensure equal opportunities for all, regardless of race, faith, gender, academic ability, physical ability or social background
- Provide and develop an environment free from social, religious, sexual, racial, cultural or physical prejudice
- Foster an environment of respect and equality for all members of the school community in which differences enrich the school for all
- Encourage everyone to share our same vision and values for justice and equality in the world

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

- Sex.

- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and 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.

Aims to eradicate discrimination

Equal opportunity for all underpins the whole life and ethos of our school and is the responsibility of the whole school community. Our school vision to enable everyone to be able to access the same education, opportunities and experiences to enable everyone to live 'life in all its fullness'. Equal opportunities are reflected throughout the organisation of the school and are actively addressed in the curriculum, as well as openly demonstrated amongst staff, parents and governors.

All of our school community – staff, governors, parents/carers and pupils – belong to the 'National Family' and are welcomed into a special community from the moment they join our school. Everyone is encouraged to participate in the life of the school regardless of their race, faith, ethnicity, any disability, their gender, sexuality or socio-economic background. We actively celebrate differences and heritage. Each group has specific needs that we aim to actively plan for, so their contribution in the school and beyond can be the fullest that it can.

The school recognises and carries out its responsibilities under the Race Relations Act, Sex discrimination Act and Disability Discrimination Act. We understand that these polices aim to eliminate discrimination and to promote positive relations. Systems are reviewed regularly in line with local and national guidance.

Inclusion

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive 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 inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse 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 promotes inclusive attitudes.

Our school is committed to equality both as an employer and a service-provider.

Information about the pupil population

Number of pupils on roll as of 27th February 2024

Total number of pupils: **418** Boys: **211** Girls: **207**

Ethnic Groups:			
White Eastern European	3		<1%
Other ethnic group	0		0%
Other Pakistani	0		0%
White and Indian	0		0%
White British	161		39%
White English	195		47%
Other mixed background	3		<1%
Sri Lankan Tamil	0		0%
Gypsy/Roma	0		0%
White Other	3		<1%
Black Ghanaian	3		<1%
Other Black	3		<1%
White and Pakistani	0		0%
Any other Black background	0		0%
Greek Cypriot	0		0%
White European	5		1%
Afghan	0		0%
Other Black African	8		2%
Information not yet obtained	9		2%
Other Asian	0		0%
Black Nigerian	0		0%
White and Black Caribbean	3		<1%
Pakistani	0		0%
Indian	4		<1%

Religions: Christian (41.63%), Sikh (<1%), Muslim (<1%), Hindu (<1%), No religion 34.69%

SEND	45 (including 2 EHCPs)
Ever 6 FSM	92 (22%)
LAC	0
Post LAC	2
EAL	10 (2%)

Languages spoken (other than English): Russian (4), Malaysian (2), Polish (3), Urdu (1), Lithuanian (2), Punjabi (1), Tamil (2), Shona (1).

Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. Every person can be considered under the protected characteristics, so the Act protects everyone against unfair treatment.

Inclusion

Hucknall National C of E Primary School is widely regarded for its high quality approach to inclusion. We ensure all pupils can fully access the curriculum and the life of the school and take great pride in the outcomes we achieve through doing this. We recognise and celebrate diversity.

Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities'.

Dealing with prejudice and celebrating diversity

The information provided here aims to show that we give careful consideration to equality issues in everything that we do. Schools are required to have due regard to the need to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.

The information below is a summary of how we are aware of this requirement and how we respond to it. We deal promptly and effectively with all incidents and complaints of bullying and harassment. We keep a record of all such incidents and notify those affected of what action we have taken.

Our complaints procedure sets out how we deal with any complaints relating to the school. Under the Equality Act of 2010, we are also required to have due regard to the need to advance equality of opportunity and foster good relations. This includes steps we are taking to tackle disadvantages and meet the needs of particular individuals and groups of pupils.

We do 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, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of 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 community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

All learners

How we advance equality of opportunity:

We ensure the curriculum is accessible to all pupils with special educational needs and disabilities (SEND). Auxiliary aids and support are provided where needed and reasonable adjustments are made. By planning ahead, we ensure that all pupils are able to take part in extra-curricular activities and school visits, including residential visits. A graduated response is followed to address learning needs. Plans are developed alongside parents/carers and in consultation with external services where appropriate.

How we foster good relations and promote community cohesion:

The school works constantly to promote the spiritual, moral, social and cultural development of all pupils. We ensure that the curriculum supports positive images and a range of images to promote diversity. Pupils and visitors are fully included in all aspects of school life. We celebrate the differences and heritage between each other. Our child and family support worker takes on the role of supporting our families and community in all aspects.

As a result, all pupils have access to the curriculum. Feedback from external agencies and Ofsted is positive about provision for all pupils. Children with SEND make good or better progress from their starting points and against their personal goals, are a highly motivated part of our school and play a full and active part in all elements of school life.

Ethnicity and race

We accept and include pupils of all ethnicity and race. We provide information and materials in different languages if required. We provide personalised and individual support for families who require extra assistance.

The school promotes the spiritual, moral, social and cultural development of all pupils. We ensure that the curriculum has positive images of people with a range of ethnic backgrounds. We celebrate the acquisition of a second language and encourage pupils' pride in their ability to use their first language. Older pupils will support younger pupils in using their first language. We actively encourage families to share their heritage with their class and the whole school. As a result, we have very few incidences of racism. Strong relationships are established and maintained between all our families through mutual respect and understanding.

Gender

We monitor the attainment and progress of all of our pupils by gender every term and take actions to address any trends. We ensure that stereotypical gender bias is challenged and ensure that curriculum content and resources reflect this. We aim for gender neutrality where we can, for example through avoiding colour stereotypes and identify uniform as gender based.

The school engages positively with father and male carers. We actively aim to include and provide a balanced and equal approach to all parents and carers. We celebrate the achievements of women in literature and through the curriculum. We challenge gender based stereotypes by celebrating differences and different gender identities. Pupils are made aware of non-stereotypical achievement in the world, such as in work, sport, leisure and literature. We promote aspiration that is based on strengths, interests and talents rather than gender.

As a result, pupils recognise every as equal human being, all unique in the eyes of God and made in His image, male or female and as equals. We have very few incidences of negative

gender-based language or discrimination. Pupils regularly encounter positive role models of all gender identities.

Religion and belief

We are committed to working for equality for people of all religions, or those without. We celebrate and value the differences amongst children. We welcome and accept everyone.

The school supports our pupils to build their own informed sense of identity and belonging, which helps them to flourish in a diverse society. The school works constantly to provide for spiritual, moral, social and cultural development. The curriculum makes robust provision for the teaching of other faiths, including faith experience days.

As a result, pupils understand, respect and accept the value of the beliefs of others.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- 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.

Consultation and engagement

We aim to engage and consult with pupils, staff, parents and carers and the local community so we can develop our awareness and information, learn about the impact of our policies, set equality objectives and improve what we do.

Our main activities for consulting and engaging are:

- Teachers and senior leaders in the school are easily accessible to all pupils and parents
- High quality information is regularly communicated
- Important information is shared with parents and the wider community as soon as possible
- Regular and meaningful consultation takes place within the school community
- The surveys of parent and pupil voice are published
- Parent workshops

Our equality objectives

We are committed to ensuring that our school meets the varied and individual needs of all pupils and families, that our employment practices are fair and promote equality and that we value and respect the diversity within our school, our community and beyond, so that:

- Pupils meet and exceed their potential, academically and spiritually, in a happy, safe and inclusive environment
- All pupils are able to flourish and live 'life in all its fullness' due to an equal and just access to education, opportunities and experiences
- Pupils know their rights and respect the rights of others
- Pupils are prepared to live and engage positively in a diverse world, secure in their own identity and confident to challenge discrimination.

If we have more than 150 employees we are required to publish information about them. The school currently has approximately 65 employees and therefore is not required to do so.

Closing statement

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

The school's Equality Information and Objectives Policy, Pupil Equality, Equity, Diversity and Inclusion Policy and Staff Equality, Equity, Diversity and Inclusion Policy further outline the school's policies regarding equality.