



## Public Sector Equality Duty

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 and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Clifton Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are equal.

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

Our approach to equality is based on the following key principles:

1. All learners are of equal value.
2. We recognise and respect difference.
3. We foster positive attitudes, relationships and a shared sense of belonging.
4. We observe good practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

### Equality Information

Number of pupils on roll at the school: 863

Age of pupils: 3 to 11

## Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics; the Act protects everyone against unfair treatment. The school collects information on protected characteristics.

## Information on other groups of pupils

We gather further information on the following groups of pupils:

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

<b>Race/Ethnicity</b>	<b>%</b>
Pakistani	37
Arabic/Yemeni	18
Bangladeshi	12
Arab	6
Black Somali	4
Other Ethnic group	2
Other mixed background	2
White and Pakistani	2
Other Asian	2
Afghan	2
Indian	2
White - English	1
African Asian	1
Black Caribbean	1
Other Black African	1
White and any other ethnic group	1
White and any other Asian background	0.5
Egyptian	0.5
White other	0.5
Black and any other ethnic group	0.3
Iraqi	0.3
Other Black	0.3
Italian	0.2
Moroccan	0.2
Other White British	0.2
White and Black Caribbean	0.2
Black – Sierra Leonian	0.1
Kurdish	0.1
Sri Lankan Other	0.1
Taiwanese	0.1
Thai	0.1

White Eastern European	0.1
White Western European	0.1

**Gender:** Male – 47.8% Female – 52.2%

**Pupils eligible for Free School Meals (FSM):** 41.18%

**Pupils eligible for Pupil Premium Funding – Disadvantaged group:** 45.82%

**Pupils with Special Educational Needs (SEN):** 35%

**Pupils with English as an Additional Language (EAL):** 88.75%

**Young carers:** 0

**Looked after children:** 0

Through rigorous tracking and monitoring of individuals and groups we aim to ensure that any gap in attainment is reduced.

### **Eliminating discrimination and other conduct that is prohibited by the Act**

The information provided here aims to demonstrate that we give careful consideration to equality issues at Clifton Primary School.

We are committed to working for equality for all 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
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Ensuring that teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make good progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Maintaining an appropriate focus on staff and pupil well-being

### **Fostering good relations across all characteristics**

We foster good relations by:

- Ensuring that Clifton Primary School 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 Clifton Primary 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, sexual orientation or socio-economic background. In order to further support pupils, raise standards and ensure inclusive teaching, we

have set the following objectives:-

Objective 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To raise levels of attainment in core subjects for vulnerable learners.

Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement and to alleviate any disadvantages.