



Spire Federation

Digby Church of England School
Dunston St Peter's Church of England School
Nocton Community Primary School

Executive Headteacher: Mrs Emma Negus-Hill

Our Core Values are: Respect, Honesty, Hope, Wisdom and Collaboration

EQUALITY INFORMATION AND OBJECTIVES 2020

Introduction

The Equality Act 2010 contains the Public Sector Equality Duty (PSED). This is sometimes referred to as the “general duty” and extends schools’ equality duties to all people, children and adults alike, with “protected characteristics” (race, disability, gender, religion and belief, age, marital status, sexual orientation, gender re-assignment and pregnancy). This duty came into effect in April 2011. In carrying out their duties, schools are to have “due regard” to:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not share it.
- Fostering good relations across all characteristics and between people who share a protected characteristic and those who do not share it.

“Due regard” means that leaders in school must be aware of the duty when making decisions and must assess whether those decisions will affect people with “protected characteristics”. School leaders should consider equality implications when writing policies and the duty must be integrated into the carrying out of all the school’s functions. The Spire Federation is committed to tackling discrimination and unfairness. It also recognises that other factors affect equality of opportunity, including financial income, housing, family structure, immigration status etc.

The Executive Head Teacher and Governing Body will continually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010.

Equality Information for The Spires Federation:

School name	Nocton Community Primary School
Pupils on roll	37
Boys	20
Girls	17
Children who have English as an Additional Language (EAL)	2
Number of community languages spoken in Nocton School	1
Children have a special educational need or disability (SEND).	4

School name	Dunston St. Peter's
Pupils on roll	92
Boys	43
Girls	49
Children who have English as an Additional Language (EAL)	0
Number of community languages spoken in Dunston CE School	1
Children have a special educational need or disability (SEND).	8

School name	Digby Church of England Primary School
Pupils on roll	67
Boys	40
Girls	27
Children who have English as an Additional Language (EAL)	None
Number of community languages spoken in the Digby CE School	Just English
Children have a special educational need or disability (SEND).	13

School Equality Objectives

Our schools vision clearly reflects our commitment to fully including, respecting and supporting all members of our school community, whatever their cultural background, belief, gender, race, need or disability. We aim to challenge and eliminate any inequalities which may arise.

Having referred to and analysed our equality information, we have set ourselves the following objectives for 2019-20:

- Narrowing any gaps in the performance and attainment of groups of pupils (between boys and girls, children with EAL, those with SEND) within the new cohorts.
- Ensuring that all children arriving in the federation with little or no English are supported to make rapid progress in Communication and Language, therefore enabling them to access the curriculum and achieve at least expected age related development in all areas of learning.
- Ensuring all staff take account of factors that may affect children, parents and their families within the federation
- Ensuring that all policies and procedures reflect current legislation and best practice.

