

Maple Ridge School

Equalities Information

Noted by the Governing Body – 9th February 2022

The Public Sector Equality Duty 2011 has three aims under the general duty for schools:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.
2. Advance equality of opportunity between people who share protected characteristics and those who do not.
3. Foster good relations between people who share protected characteristics and those who do not.

We have considered how well we currently achieve these aims with regard to the applicable protected groups for this school (Race/Ethnicity, Disability/Learning Difficulty, Gender, Religion and Belief).

This information should be considered along with other related policies i.e.:

- Single Equalities Scheme
- Accessibility Plan
- Special Educational Needs Policy

Information (Spring 2022 census) revised annually:

Gender	Race/Ethnicity	Religion/Belief	Disability/LD
85 Male (85%)	65 White – British	28 Christian	35 Moderate LD
15 Fem (15%)	4 Black African	43 No religion	45 ASD
	4 White & black Carib.	4 Muslim	1 Physical/hearing Disability
	5 Other White	4 Hindu	19 Sp, L & Com
	6 Other mixed	1 Buddhist	0 SLD
	2 Indian	5 Roman catholic	
	1 Pakistani	1 Jewish	
	7 Other Asian	2 Other	
	2 Other Black	10 Not declared/Refused	
	1 Other Ethnic group	1 C of E	
	3 Not declared/refused	1 Sikh	100 Total¹
		100 Total	
		First Language	1 Bengali
		1 Arabic	2 Urdu
		1 Spanish	3 Polish
		1 Russian	1 Shona
		4 Nepali	1 Twi
		85 English	
100 Total	100 Total	100 Total	100 Total

Summary:

There has been no significant change in protected characteristics/groups that requires specific action, although continuing vigilance is necessary as the range of first languages/religious/beliefs continues to expand over time reflecting the diversity of the population.

Those having English as additional language continue to be closely monitored to ensure access to the curriculum and achievement is not adversely impacted.

¹ Primary need only, there are many with multiple/secondary needs which are recognised and accommodated.

Equality Objectives – Aims:

	Aims of The General Duty		
Characteristics	What evidence do we hold that we eliminate unlawful discrimination, harassment & victimisation?	How do we advance equality of opportunity between people who share a Protected Characteristic (PC) and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Gender	We have no evidence of any discrimination, harassment & victimisation therefore elimination can't be demonstrated	We have no evidence that equality of opportunity is not equal.	By careful oversight and monitoring of individual relationships between pupils by staff, intervening and guiding where necessary.
Race/Ethnicity			
Religion/Belief			
Disability/LD			
		We are carrying out EAL assessment for all children where this applies to check that we have the best advice for ensuring they have equality of access.	

Objectives:

1. Equality of recognition - Any instances of behaviour that could indicate a child is being subject to unfair treatment (e.g. bullying or harassment) will be recorded and reported to the Governing body with actions that have been implemented to mitigate against reoccurrence.
2. Equality of access to education - Annually, levels of attainment must be similar for all "groups" (or individuals if not sufficient numbers to be a "group"), and/or, any under achievement investigated and explained.

The above objectives & actions will be recorded and reported in Governing body minutes by being an annual standing agenda item.