



## **The Grove Equality Statement**

**2023-2024**

### **Introduction**

The Grove Primary school is committed to ensuring that everyone is treated fairly and with respect as we want our school to be a safe and inspiring learning environment for all our pupils. This school recognises that people have different needs and we understand that treating people equally does not always involve treating everyone the same. The Grove creates inclusive processes and practices where the varying needs of individuals can be identified and met.

This document explains how we show our commitment to equality<sup>i</sup> for our school population and how we plan to tackle inequalities that may impact at school.

### **The Three Aims of the Equality Duty:**

The Grove Primary School recognises that we have a **duty** to play our part in:

- Eliminating discrimination, harassment and victimisation (Equality Act 2010)
- Advancing equality of opportunity – between those who share a protected characteristic and those who don't
- Consulting and involving those affected by inequality, in the decisions we take to promote equality and eliminate discrimination

The nine 'protected characteristics' identified by the Equality Act 2010 are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

The **duty** we have relates to all employees, volunteers, visitors and parents, as well as the children in our care.

### **Eliminating Discrimination:**

- Our school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions
- Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct
- Staff and members of the governing body are regularly reminded of their responsibilities under the Equality Act
- Staff receive refresher training on the Equality Act annually
- The introduction of an Equality and Diversity Team
- Developing a 'Poverty Proofing' approach within the school that will enable all children to access our full offer regardless of financial situations
- Full-time Family Link Worker support
- ELSA provision
- Internal AP provision

### **Advancing Equality of Opportunity:**

- Removal or minimisation of disadvantages suffered by members of our school community which are connected to a particular characteristic they have (e.g. those with disabilities, those of different faiths, those with English as an additional language)
- Promoting an inclusive and collaborative ethos in every class room and throughout the school
- Taking steps to ensure we meet the needs of people who have a particular characteristic (e.g. installing ramps for wheelchair users, providing appropriate and accessible toileting facilities for all)
- Challenge and respond to prejudice and discrimination
- Encouraging and supporting those with a particular characteristic to participate fully in any activities provided by the school (e.g. sports and school clubs)
- Analysing various school data to ensure that pupils with a particular characteristic are making the progress they are capable of and are entitled to
- Wellbeing Award 2020

### **Fostering Good Relations:**

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum (RE, PSHE, RSE and the broader curriculum) and our #1 Programme
- Delivery of assemblies that deal with relevant issues and deepen understanding of diversity and equality
- Working alongside parents/carers to develop our strategies and approaches towards equality and diversity within our school community
- Working with our local community and organising trips and activities based around the local community (Trowbridge Museum, Trowbridge library, local churches, Trowbridge Mosque)
- Encouraging pupil involvement in decision-making through our diverse leadership roles (School Council, House Captains, Eco Warriors, Digital Leaders, Librarians, Peer Mentors, Sports Leaders, Trowbridge Youth Parliament)
- Responding to local, national and international events and movements
- Working with outside agencies to promote equality e.g. EMTAS, Virgin Care, Young Carers, NSPCC, CAMHS

### The Grove Primary School Context (April 2023)

|                   |                     |       |      |
|-------------------|---------------------|-------|------|
| Number on Roll    | 383                 |       |      |
| Age Range         | 4-11 year olds      |       |      |
| Gender            | Male                | 206   | 54%  |
|                   | Female              | 177   | 46%  |
| Race              | White British       | 332   | 87%  |
|                   | White Irish         | 1     | 0.3% |
|                   | White Other         | 17    | 4.4% |
|                   | Chinese             | 1     | 0.3% |
|                   | Bangladeshi         | 3     | 0.8% |
|                   | Indian              | 4     | 1%   |
|                   | Moroccan            | 2     | 0.5% |
|                   | Pakistani           | 1     | 0.3% |
|                   | White/Black African | 3     | 0.8% |
|                   | Other Black         | 2     | 0.5% |
|                   | W/B Caribbean       | 5     | 1.3% |
|                   | Other Mixed         | 4     | 1%   |
|                   | Other ethnic group  | 1     | 0.3% |
|                   | Refused             | 7     | 1.8% |
| EAL               | 27                  | 7%    |      |
| SEND (total)      | 71                  | 19%   |      |
| SEND Support      | 55                  | 14.4% |      |
| SEND – EHCP       | 16                  | 4.2%  |      |
| Pupil Premium     | 72                  | 18.8% |      |
| Young Carers      | 0                   | 0%    |      |
| LAC               | 4                   | 1%    |      |
| Service Children  | 3                   | 0.8%  |      |
| School Attendance | 95.14%              |       |      |