



Sherwood Park School

Sherwood Park Campus &
Sherwood Hill Campus

Breaking the Mould

Equality Duty Report

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Since 2011 all public bodies including schools have been bound by Public Sector Equality Duty (PSED). Specifically schools have a general duty and two specific duties.

The General Duty

In the General Duty a school must have due regard for the need to:

1. Eliminate discrimination and other conduct prohibited by the Equality Act
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it, which includes removing or minimising disadvantages, taking steps to meet the particular needs of people who have a protected characteristic to participate fully in any activities
3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not, which includes tackling prejudice and promoting understanding

The Specific Duties

The Specific Duties of a school are to:

- Publish in an accessible manner equality information which demonstrates compliance with the duty (with annual updates thereafter)
- Prepare and publish one or more specific and measurable equality objectives which the school will pursue over the coming years (with updates at least every four years).

Sherwood Park School Equality Duty: Specific Duty - Equality Objectives 2023-27

Protected Characteristic	Our Equality Objectives	How it will be monitored	Who is responsible for implementation	Timeframes	Early Success Indicators	Progress review - June '25
All	Publish and promote equality plan on website, newsletters etc	Include reference in annual survey of parents/staff	Headteacher	Ongoing with review after survey	Staff aware of aims of policy and implement them throughout school. Parents acknowledge plan and question impact in survey	Done and ongoing.
All	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	Achievement data analysed by race, gender and disability	Head teacher / Governing body	Termly	Analysis of teacher assessments / termly data demonstrates the gap is narrowing for equality groups	Termly HT reports to governors with summaries in all the mentioned groups - ongoing
All	Sensitively, consensually and respectfully, gain more information on protected characteristics to further inform our strategic implementation of this plan and attached policies.	Report to governors / this plan.	SBM	Annually	Report to governors. Increased data.	Not yet done - Priority target for next Ac yr.
All	Review and develop our approaches to amplifying the learner's voice in and about the curriculum.	Headteacher's (HT) report to governors.	Assistant Heads / wider leadership team	Termly	HT report - case studies and reports of this occurring.	Ongoing, additional focus at the Hill Campus highlighted in their SDP and monitored through the HT report.
All	Review and augment our celebration of our individual differences within the whole school community for example through awareness days	Headteacher's (HT) report to governors.	Assistant Heads / wider leadership team	Termly	HT report - case studies and reports of this occurring.	Enhanced and improved events calendar and events schedule to incorporate wider lived experiences.

Protected Characteristic	Our Equality Objectives	How it will be monitored	Who is responsible for implementation	Timeframes	Early Success Indicators	Progress review - June '25
All	Increase our wellbeing offer and capacity through recruiting additional wellbeing practitioners (increasing access and progress)	Headteacher's (HT) report to governors.	SL: Head of Therapy and Wellbeing	Termly	HT report - Successful recruitment	Done and ongoing.
All	Empower families to be better informed and supported through the appointment of Family liaison worker (s)	Headteacher's (HT) report to governors.	Head's of School	Termly	HT report - Successful recruitment	Planned for next Ac year.
All	Develop our co production strategy to increase representation and voice from pupils and families in decision making at all levels.	HT report	SL for therapy and wellbeing	Termly	HT report - case studies and reports of this occurring.	Progress in this area with increased examples of co production to governors through the HT report. More to be done and ongoing.

Sherwood Park School Equality Duty: Specific Duty - School Information

Under the Equality Duty, the school is required to publish, in an accessible manner, information which demonstrates compliance with the duty.

Supporting student data as of June 2025

Gender	Total
Female	51
Male	129

Ethnicity	Total %	Language	Total %
Any other Asian background	15.55	Albanian/Shquip	0.6
Any other Ethnic group	1.12	Arabic	2.6
Any other mixed background	13.33	Bengali	1.1
Bangladesh	1.67	Bulgarian	2.2
Black - African	7.77	Chinese (Cantonese)	0.6
Black Carribean	2.22	English	72.8
Chinese	1.67	French	1.1
Indian	3.88	Gujarati	1.1
Information not yet obtained	1.12	Hungarian	0.6
Pakistani	2.22	Hindi	1.1
White - British	45.55	Korean	0.6
White - irish	0.56	Lithuanian	0.6
White and Asian	2.22	Malayaman	0.6
White and Black African	0.56	Information not Obtained	0.6
White and Black Carribean	0.56	Believed to be Other than English	0.6
		Portuguese	1.1
		Romanian	1.1
		Russian	1.1
		Serbian	0.6
		Somali	0.6
		Tamil	4.5
		Telugu	1.1
		Turkish	0.6

	Urdu	3.3
Religion	Total %	
Christian	32.8	
Hindu	5.6	
Muslim	12.2	
No Religion	20	
Other Faith	5.6	
Not Specified	23.9	

SEND	Total
Students with an Educational Health Care Plan (EHCP)	180
Students with SEND support	180

Employee Information

Gender	Number of Employees	Total%
Male	25	14.6
Female	146	85.4
Non- Binary	Not Obtained	Not Obtained
Other	Not Obtained	Not Obtained
Prefer Not to say	Not Obtained	Not Obtained

Pregnancy/Maternity	Number of Employees	Total % of Employee	% of Female Employees
Pregnant	2	1.3	1.5
Maternity	1	0.7	0.7

Race/Ethnicity	Number of Employees	Total %
Asian or Asian British, Any other Asian Background	2	1.2
Asian or Asian British, Bangladeshi	4	2.3
Asian of Asian British, Indian	Information not recorded	
Asian of Asian British, Pakistani	Information not recorded	
Black or Black British, African	5	2.9
Black or Black British, Caribbean	4	2.3
Black or Black British, Any other Black Background	Information not recorded	
Chinese	Information not recorded	
Mixed, any other mixed background	1	0.6
Mixed, White and Asian	Information not recorded	
Mixed, White and Black African	Information not recorded	
Mixed, White and Black Caribbean	1	0.6
Any other ethnic background	Information not recorded	
Not Obtained	81	47.4
White, any other White Background	10	5.8
White, British	63	36.8
White, Irish	Information not recorded	
White, Irish Traveller	Information not recorded	
White, Northern Irish	Information not recorded	
Gypsy/Roma	Information not recorded	

Age	Number of Employees	Total %
18-27	14	8.2
28-37	43	25.
38-47	57	33.3
48-57	30	17.5
58-67	26	15.2
68-77	1	0.6

Age	Number of Employees	Total %
Divorced	4	2.3
Married	37	21.6
Widowed	Information not recorded	
Separated	1	0.6
Single	30	17.5
Civil Partnership	Information not recorded	
Not obtained	99	57.9

Disability	Number of Employees	Total %
Not obtained	171	100

Religion	Number of Employees	Total %
Not obtained	171	100

Status of Policy and Review

The content and operation of this policy is reviewed on a regular basis by the Governing Board. The policy is discretionary and does not confer any contractual rights.