



# 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 minimizing 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 2023-24

Protected Characteristic	Our Equality Objectives	How it will be monitored	Who is responsible for implementation	Timeframes	Early Success Indicators
All	<b>Publish and promote equality plan on website, newsletters etc</b>	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
All	<b>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</b>	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
All	<b>Sensitively, consensually and respectfully, gain more information on protected characteristics to further inform our strategic implementation of this plan and attached policies.</b>	Report to governors / this plan.	SBM	Annually	Report to governors.  Increased data.
All	<b>Review and develop our approaches to amplifying the learner's voice in and about the curriculum.</b>	Headteacher's (HT) report to governors.	Assistant Heads / wider leadership team	Termly	HT report - case studies and reports of this occurring.
All	<b>Review and augment our celebration of our individual differences within the whole school community for example through awareness days</b>	Headteacher's (HT) report to governors.	Assistant Heads / wider leadership team	Termly	HT report - case studies and reports of this occurring.
All	<b>Increase our wellbeing offer and capacity through recruiting additional wellbeing practitioners (increasing access and progress)</b>	Headteacher's (HT) report to governors.	SL: Head of Therapy and Wellbeing	Termly	HT report - Successful recruitment
All	<b>Empower families to be better informed and supported through the appointment of Family liaison worker (s)</b>	Headteacher's (HT) report to governors.	Head's of School	Termly	HT report - Successful recruitment
All	<b>Develop our co production strategy to increase representation and voice from pupils and families in decision making at all levels.</b>	HT report	SL for therapy and wellbeing	Termly	HT report - case studies and reports of this occurring.

## 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 2023

Gender	Total%
Female	27
Male	73

Pregnancy/Maternity(%)
0

Race / Ethnicity	Total %
Any other Asian background	12
Any other Black background	1.16
Any other ethnic group	1.75
Any other mixed background	5
Bangladeshi	1.75
Black African	7
Black Caribbean	1.75
Chinese	2
Gypsy / Roma	0
Indian	3
Information not given	1.16
Pakistani	2
Refused	0.58
Traveller of Irish Heritage	0
White British	47
White Irish	0.58
White and Asian	1.16
White and Black African	0.58
White and Black Caribbean	1.16
White European	0
White Other	0

Religion	Total%
Anglican	0
Buddhist	0.50
Christian	35
Hindu	4
Jewish	0
Muslim	13
Roman Catholic	0
Sikh	0
No religion	21
Other religion	5
Refused	20

SEND	Total%
Students with an Educational Health Care Plan (EHCP)	100
Students with SEND support	0

Sexual Orientation
We do not currently collect data on the sexual orientation of our students

## Employee Information

Gender	Number of Employees	Total%
Male	18	11
Female	137	88

Pregnancy/Maternity	Number of Employees	Total% of Employees	% of Female Employees
Pregnant	2	1.29	1.45
Maternity	1	0.65	0.72

Race/Ethnicity	Number of Employees	Total %
Any other ethnic background		
Asian or Asian British, Any other Asian Background	1	0.64
Black or Black British, African	2	1.29
Black or Black British, Caribbean	1	0.64
Chinese	0	0
Did not wish to be recorded	17	10
Mixed, any other mixed background		
Mixed, White and Black Caribbean	1	0.64
Not Obtained	73	47
White, any other White Background	6	3
White, British	53	34
White, Irish	0	0

## 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.