



Information our school is publishing to demonstrate that we have due regard to the need to promote equality, as required by the 2010 Equality Act

1. Our specific duties

We have two Specific Duties under the 2010 Equality Act:

- To publish information to demonstrate our compliance with the general duty to promote equality
- To prepare and publish one or more equality objectives

We have therefore prepared this document to show what we do to promote equality of opportunity and highlight the equality objectives we have prepared.

Links to additional information available on our school website are provided. Other information can be obtained by contacting staff, as indicated.

2. Our objectives for September 2022- September 2024 period are:

- To continue to monitor and analyse pupil achievement by race, gender, socio-economic background and disability and act upon any trends or patterns to ensure quick and effective support is given so that those trends are in line with peers across the school
 - To continue to narrow the GAPS for children receiving Pupil Premium so that they are in line or better than national comparisons
 - To identify school groups that need additional support to aim to have an average attendance of 96% and above
 - To review our curriculum (in and out of school) to ensure that equality of opportunity is a right for everyone attached to our school and that it promotes a diverse and positive learning experience.

3. Information about what our school does to promote equality

| Type of information | Evidence available and how this can be obtained |
|---|---|
| Data about the school population and differences of outcome | |
| 1. The school has data on its composition broken down by year group, ethnicity and gender, and by proficiency in English. | This information is provided below- table 1 |
| 1. The school has data on its composition broken down by types of impairment and Special Educational Need. We follow DfE guidance on recording disability in addition to Special Educational Needs | This information is available on our website: https://wellsprings.somerset.sch.uk/key-information/sen/ |
| Documentation and record-keeping | |
| 1. There are statements of the school's responsibilities under the Equality Act in various school documents, for example our equality policy, the school improvement plan and self-evaluation papers, the prospectus, routine bulletins and newsletters, and occasional letters to parents. | Our equality policy is available on our website: https://wellsprings.somerset.sch.uk/key-information/policies/ Several other relevant documents are also available on our website: Vision and Values document. |
| 1. There are references to the school's responsibilities under the Equality Act in the minutes of governors' meetings, staff meetings and senior leadership team meetings, and in the minutes of the School Council. | Minutes of Governing Body meetings are available to view in school. |
| 1. Before introducing important new policies or measures that may have an impact on equality, the school carefully assesses their potential, positive or negative, and keeps a record of the analysis and judgements which it makes. | If you wish to see records relating to particular decisions, please contact: The Headteacher or Chair of Governors https://wellsprings.somerset.sch.uk/about-our-school/governors/ |
| Responsibilities | |
| 1. The headteacher has special responsibility for equalities matters. | If you wish to discuss equality matters please contact: The Headteacher |
| 1. A member of the governing body has a watching brief for equalities matters. | If you wish to see records relating to particular decisions, please contact: The Office |
| Staffing | |
| 10. The school's programme of staff meetings and continuing professional development (CPD) includes reference to equalities matters, both directly and incidentally. | Examples of this include: refer to Governor minutes |

| | |
|---|---|
| 11. There is good equal opportunities practice in the recruitment and promotion of staff, both teaching and administrative. | We ensure we adhere to Somerset County Council's guidance on equal opportunities and recruitment. |
| 12. Our other policies, including our pay policy, uphold good equalities practice. | Our policies are available on our website: |
| Behaviour and safety | |
| 13. There are clear procedures for dealing with prejudice-related bullying and incidents. | Our policy for responding to prejudice-related bullying and incidents is available on our website: https://wellsprings.somerset.sch.uk/key-information/policies/ |
| 14. Surveys and focus groups show that most pupils feel safe from all kinds of bullying. | Evidence of this comes from our most recent Ofsted report: https://wellsprings.somerset.sch.uk/key-information/ofsted/ |
| Curriculum | |
| 15. Focused attention is paid to the needs of specific groups of pupils (for example those who have Special Educational Needs, Travellers and those who are learning English as an additional language) and there is extra or special provision for certain groups, as appropriate. | If you wish to discuss such support please contact: The SENCo |
| 16. There is coverage in the curriculum of equalities issues, particularly with regard to tackling prejudice and promoting community cohesion and mutual understanding. | Examples of this include: Vision and Values, Annual Global Week, Assemblies and PSHE&C scheme |
| 17. There are activities across the curriculum that promote pupils' spiritual, moral, social and cultural development. | Examples of this include: Annual Global Week and PSHE&C scheme |
| 18. The school takes part in certain national projects and award schemes. | Examples of this include: Class Charters, Assemblies, Anti-Bullying Week |
| 19. In curriculum materials in all subjects there are positive images of disabled people; of gay and lesbian people; of both women and men in non-stereotypical gender roles; and of people from a wide range of ethnic, religious and cultural backgrounds. | If you wish to discuss equality matters related to curriculum materials please contact: The Headteacher or SENCo |
| Consultation and involvement | |
| 20. The school has procedures for consulting and involving parents and carers, and for engaging with local groups and organisations, and has regard in these for the concerns and requirements of the Equality Act (which may sometimes involve targeted consultation). | Examples of how we have consulted and involved parents and other people include: Parent/carer questionnaire https://wellsprings.somerset.sch.uk/school-news/newsletters/ |