



## Battle Primary Academy

“Empowering Opportunity”

Name of Policy	Equalities Information & Objectives
Scope of Policy	All students, members of staff, parents and visitors at Battle Primary Academy
Approved by	Principal
Date of Approval	September 2022
Review period	Two Years
Review Date	September 2024

GROWING STRONGER TOGETHER



**THAMES LEARNING  
TRUST**

# **Battle Primary Academy School Equalities Plan Sept. 2022 to Sept. 2024**

## **Introduction**

Our School is committed to ensuring that equality and respect for all are promoted. We have due regard to the need to: eliminate discrimination, foster good relations and advance equality of opportunity.

The school recognises it has to make special efforts to ensure that all groups prosper including:

- Boys and girls, men and women
- All minority ethnic groups including travellers, refugees and asylum seekers
- Pupils or families with different religions or beliefs
- Pupils and others with special educational needs
- Pupils and others with a range of disabilities
- Children looked after and their carers
- Children or staff who are gay or lesbian
- Pupils or staff who are pregnant or have just given birth
- Pupils or staff undergoing gender reassignment

## **What sort of school are we?**

Battle Primary Academy is a popular two form entry primary and nursery school. The percentage of learners from minority ethnic groups is much higher than average. A large proportion of learners speak English as an additional language. An average proportion are entitled to free school meals.

## **The school has identified the following issues that may be barriers to effective learning and successful working at the school:**

- Low self-esteem
- Low income leading to a cultural capital deficit
- Low parental support or different parental expectations
- Frequent moves and lack of stability in life leading to time out of school or low attendance
- Language difficulties
- Special Educational Needs

## **School's Commitment to Equalities**

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

The school recognises that Positive Action provisions in the Equalities Act 2010 allow us to target measures that are designed to alleviate disadvantages experienced by, or to meet the particular needs of, pupils with particular protected characteristics. If we decide to use these we will ensure that it is a proportionate response to achieve the relevant aim.

## Battle Primary Academy Equality Objectives

**Date objectives set: 12/09/2022**

Following an audit of equalities in our school, the Board of Trustees has agreed the following Equality Objectives:

<b>Equality Objective</b>	<b>Success Criteria</b>	<b>Aims of the Equality Duty</b>	<b>Protected Characteristics</b>
To improve the attendance of key groups including Disadvantaged, SEND and White British	Attendance of key groups is at least 95% in each academic year	Eliminate unlawful discrimination  Advance equality of opportunity  Foster good relations	Race Disability Gender Religion or belief Sexual Orientation
To ensure all students develop an academic vocabulary that allows them to access the next stage of education	Reading standards are at least in line with national at the end of Key Stage 2	Eliminate unlawful discrimination  Advance equality of opportunity  Foster good relations	Race Disability Gender Religion or belief Sexual Orientation
To ensure the curriculum reflects the diversity of the school and coverage includes a balanced view of social history	Long term planning reflects a balanced view of British history, including BAME and female figures  Long term planning includes links to topical/global issues	Eliminate unlawful discrimination  Advance equality of opportunity  Foster good relations	Race Disability Gender Religion or belief Sexual Orientation