

Holmesdale Infant School



Equality Information and Objectives

At Holmesdale Infant School we seek to value everyone, and our school is committed to equality in practice.

We welcome our legal duties to eliminate discrimination, and to promote community cohesion.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:-

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect;
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair;
- Holmesdale Infant School is a school committed to producing good citizens – locally, nationally and globally.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, pupils, parents and others in the following ways:-

- All staff and children in school have the right to be respected, the right to learn and the right to be safe;
- A focus on pastoral care in school that includes:-
 - School Council
 - Orange & Chocolate Biscuit Club
 - Positive Play
 - SEAL
- Questionnaires to gain feedback from pupils, parents and carers, governors and staff;
- Sessions open to all parents in areas such as reading, phonics, numeracy, ICT, SEN and e-safety;
- Class and whole school assemblies embrace a breadth of cultures;
- 'Open door' policy at the beginning and end of the school day;
- The school curriculum is designed to enable children to understand and respect diversity;

- Hold coffee mornings for parents whose children have SEN and / or disabilities.
- Effective school council and Eco-council;
- Rise and Shine activities across the school;
- Effective system of playground leaders / playground monitors;
- All unacceptable incidents are recorded.
- Fund raising events for a range of charities.
- Circle time and SEAL used across the school.

Pupil Information

		School	National
Number on roll		150	
Gender	Female	56%	
	Male	44%	
Ethnicity	White British	92.7%	67.2%
	Other Mixed	7.3%	32.8%
1 st Language	English	98.7%	79.3%
	Other	1.3%	20.6%
Special Educational Needs and / or Disabilities	Statement	0	
Pupil Premium		7.3%	

Our Equality Objectives

- Educate all about discrimination and prejudice and promote a harmonious environment;
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress;
- Ensure that the appointment of staff is in line with equal opportunities legislation.