



Newstead Primary
School

Equality Information and Objectives.

Review every 4 years 2025-2029
Next Review September 2026

Newstead Primary School and Nursery

Equality Information and Objectives

At Newstead Primary School and Nursery 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.

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

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;
- Newstead Primary School is committed to producing good citizens - locally, nationally and globally.

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act.

New staff receive training on the Equality Act as part of their induction.

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;
- Questionnaires to gain feedback from Pupils, Parents and Carers, Governors and staff
- Awareness sessions open to all parents in areas such as reading, phonics, maths
- Class and whole school assemblies embrace a breadth of cultures;
- Termly open sessions in all year groups for parents/carers/other relatives;
- The school curriculum is designed to enable children to understand and respect diversity
- Hold termly meetings for parents whose children have SEN and/or disabilities.
- Annually to raise money for specific charities
- All racist incidents are recorded and reported

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

Pupil Information correct as of September 2025

<u>No on Roll</u>	90 full time children and 96 including part-time.		
<u>Gender</u>	Male = 53%	Female = 47%	
<u>Ethnicity</u>	7% of whole school population		
<u>EAL</u>	5% of whole school population		
<u>Special Educational Needs</u>	SEN Support - 21%	EHCP = 2	2%
<u>Pupils eligible for Free School Meals (FSM)</u>	48%		
<u>Pupils eligible for Pupil Premium Funding</u>	48%		
<u>Young carers</u>	0%		
<u>Looked after children</u>	0%		

Our Equality Objectives

At Newstead Primary we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion and socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching we have set the following objectives

Objective 1: To continue to promote an inclusive school community where all feel safe and valued.

Objective 2: To ensure teaching and learning strategies, practice and provisions are adapted appropriately to meet the needs of all learners.

Objective 3: To ensure attendance for groups of learners is in line with all other pupils in the school.