

## Equality Statement

### Legislative Framework

We are aware of the current legislative framework. We welcome our duty under the Education and Inspection Act 2006 to promote Community Cohesion. The School is bound by the Public Sector Equality Duty (PSED) of the Equality Act 2010 and the Specific Duty.

To comply with this Duty:

- We maintain and publish quantitative and qualitative information showing our compliance with the PSED set out in Clause 149 of the Equality Act, to explain how we have due regard for equality. · We publish information each year about our school population.
- We formulate and publish specific and measurable objectives, based on our collected and published evidence, which demonstrate how we plan to tackle inequalities and reduce or remove them.

### Ealing has 7 guiding equality principles:

Click on the links below to see how Ealing are tackling inequality in our borough

[Attainment - Rapidly close the attainment gap for Black Caribbean pupils](#)

[Exclusions - End the disproportionate rate of exclusions](#)

[Curriculum - Accelerate progress with changes to the curriculum](#)

Staff training - Make training for teachers on race equality and unconscious bias part of core training

Parents - Empower parents to play an active role in their child's education

Accountability - Every school should have a lead for race and diversity who is identified to parents

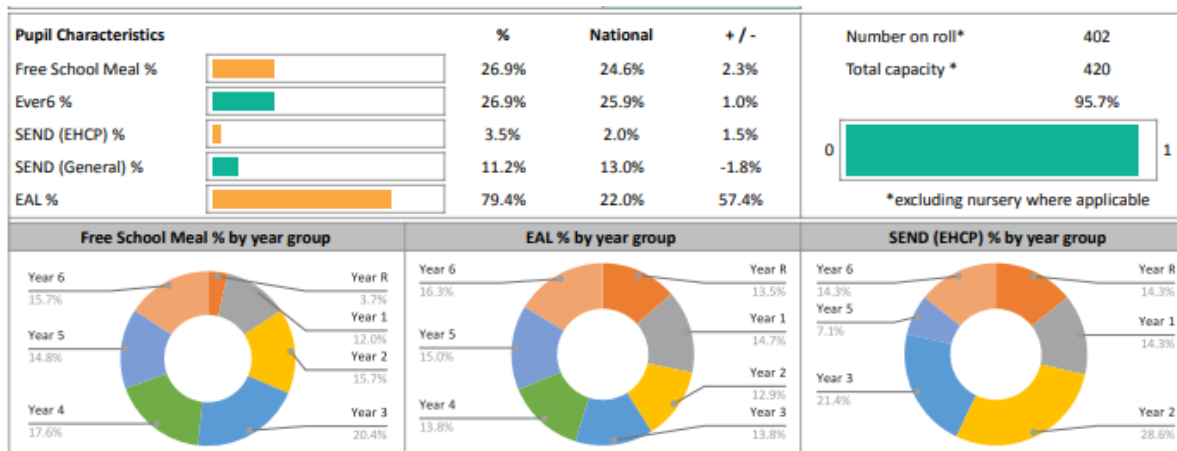
Leadership - Increase the number of Black teachers in leadership roles

At North Primary we support these priorities and are working to tackle these areas of inequality.

The Act does not cover socio- economic circumstances as a protected characteristic. However, in our school, socio economic circumstances are taken into consideration. We acknowledge the 'intersectionality' (Richardson 2013) of economic circumstances and that pupils may have a range of additional characteristics (protected characteristics) which intersect and must be taken into account when measuring the impact of the Pupil Premium Grant.

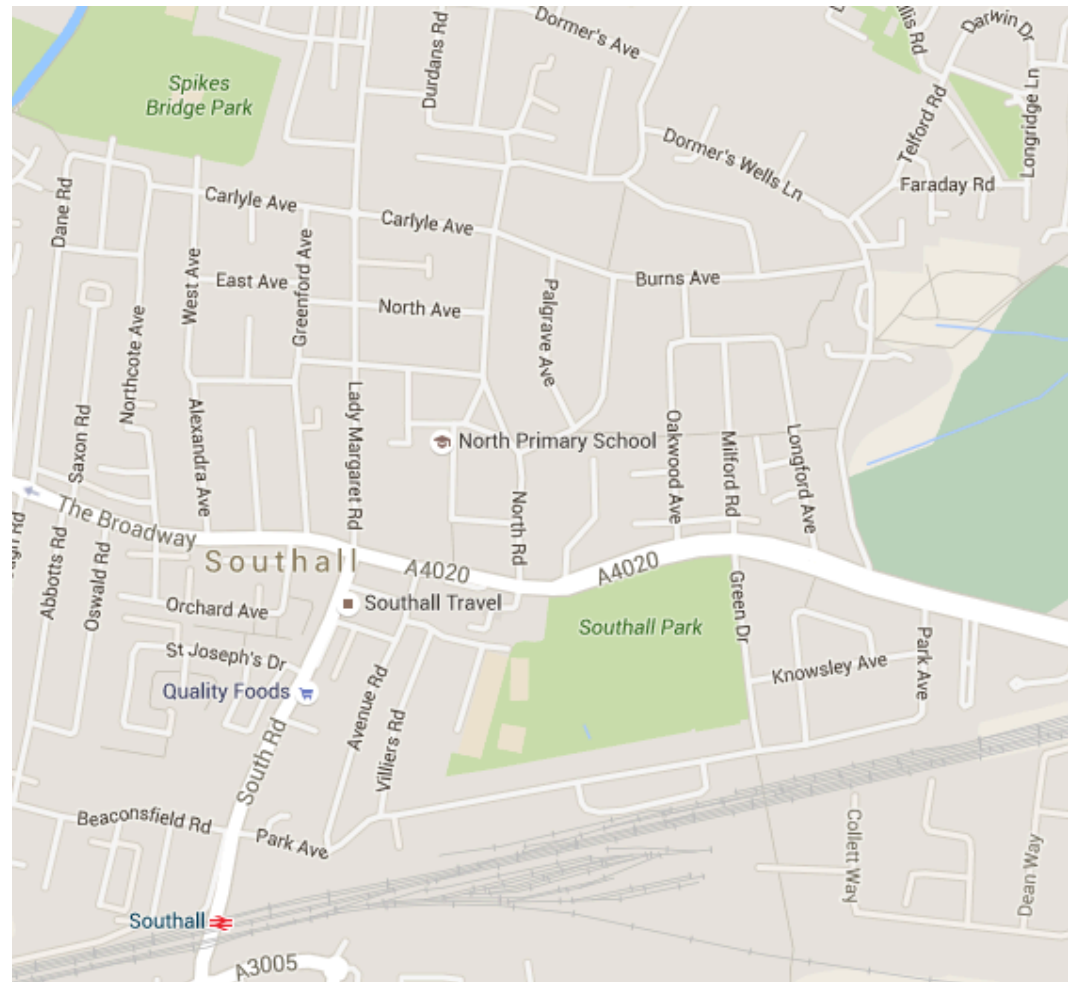
North Primary recognises that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child (UNCRC), The UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998. We welcome the general principles of UNCRC and have regard, in particular, for the needs of children and young people who are disadvantaged and vulnerable and their parents and carers. We welcome the emphasis in the OFSTED Framework (2015) on the importance of narrowing the gaps in achievement which affect: add details of particular groups of pupils.

## The School Context



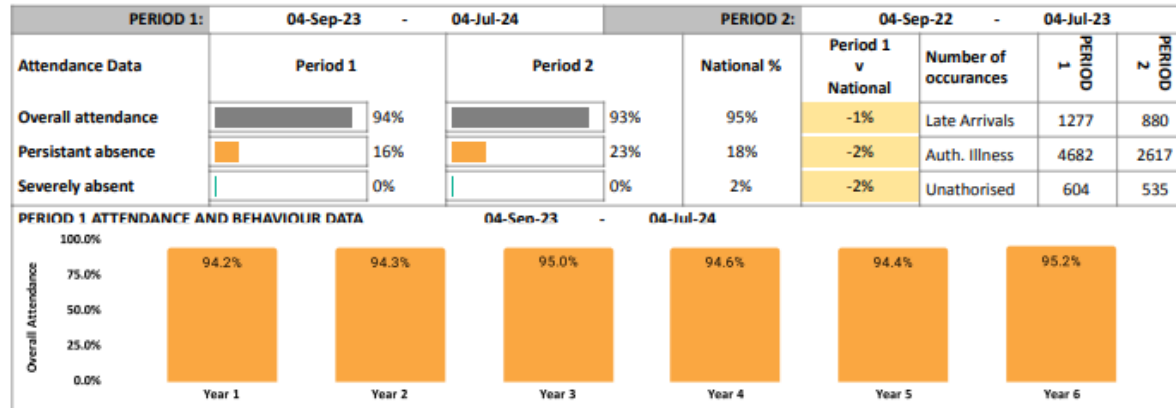
## Geographical Location

North Primary is situated in Southall town centre. Southall is a large suburban district of west London, England, and part of the London Borough of Ealing.



## School Outcomes

Ofsted Grading Good 2023



## Reasonable Adjustments and Auxiliary Aids

The principles of equality of opportunity and positive action have distinctive implications for disability equality, particularly in relation to the concept of reasonable adjustment and the provision of auxiliary aids and services. Our school has a duty to make reasonable adjustments. In this respect we have (list adjustments already made). If provision/ practice puts a disabled pupil at a disadvantage in comparison to other pupils, our school will provide an auxiliary aid or service for that pupil to alleviate that disadvantage if it would be reasonable to do so. Decisions to make reasonable adjustments and for the provision of auxiliary aids will be made in consultation with our parents/ carers/.

### Equality Objectives Action Plan

Objective	What helped us to arrive at this objective	Action			Cost	Success Criteria	Monitored
		How?	When?	Who?			
<u>Attainment - Rapidly close the attainment gap for Black Caribbean pupils</u>	Ealing priority	Targeted tuition and RA	2024-7	All staff		Gap is closed - see Ealing Data analysis	
<u>Exclusions - End the disproportionate rate of exclusions</u>	Ealing priority	Adaptation and support for SEND pupils, wellbeing support available for all pupils, early intervention is a child is at risk of exclusion	2024-7	All staff		accelerated progress and engaged in classroom learning	SLT
<u>Curriculum - Accelerate progress with changes to the curriculum</u>	Ealing priority	Positive steps have been taken to ensure that our English curriculum uses diverse texts, however we should continue to be vigilant around ensuring that diversity is celebrated throughout the curriculum	2023-6	All staff			

<u>Staff training - Make training for teachers on race equality and unconscious bias part of core training</u>	Ealing priority	Plan unconscious bias training Continue to ensure that diversity is included as a priority in our CPD				Staff understand the urgency for closing gaps in attainment and	
<u>Parents - Empower parents to play an active role in their child's education</u>	Ealing priority	Continue to develop strong links with parents through workshops, coffee mornings and parents evenings		Donna Hern		Parents feel empowered to support their children	
<u>Accountability - Every school should have a lead for race and diversity who is identified to parents</u>	Ealing priority	Vivian Peasah to take the role of race and diversity lead		Vivian Peasah		Equality and diversity is championed	
<u>Leadership - Increase the number of Black teachers in leadership roles</u>	Ealing priority	Vivian Peasah has attended <a href="https://www.egfl.org.uk/sites/default/files/Ealing%20leadership%20diversity%20programme%20flyer.pdf">https://www.egfl.org.uk/sites/default/files/Ealing%20leadership%20diversity%20programme%20flyer.pdf</a>  Dalia Younis has attended NPQLBC		SLT		Our leadership team represents our locality	

		Dwanye McNeil is leading on Sports and extracurricular activity					
		Duane Grizzle is completing Teach First					