



Equality Objectives

Lambley Primary School has an Equality Policy in place. We identify and publish Equality objectives based on our data and school profile. We use SIMS and national census data to identify protected characteristics and set equality objectives. These are updated every three years but progress towards them is reviewed annually.

School Profile

No of pupils on roll: 127 Pupils (Yr-Y6)

Male: 67 (52.8%)

Female: 60 (47.2%)

Ethnic Categories			
Any other white background	2	White and Asian	1
Any other mixed background	2	White & Black African	2
White British	119	White & Black Caribbean	1

- White British pupils make up 93.7% of our school community.

Special Educational Needs and Disability Categories (not including asthma)			
Physical Disability/ Mobility	0	Other disability/ medical condition	3 (2.4%)
Needs Medication	1 (0.8%)	No Special Educational Need	120 (94.5%)
Problems with Hearing	0	SEN Provision (Support)	7 (5.5%)
Problems with Vision	0	Education Health Care Plan	0
ASD/ Aspergers	1 (0.8%)	Total number of pupils with SEN	7 (5.5%)

- At present, we do not have any pupils on roll with a physical disability

Religion & Belief			
Anglican	0	Jewish	0
Baptist	0	Methodist	0
Buddhist	0	Muslim	0
Catholic	5 (3.9%)	Sikh	0
Christian	58 (45.7%)	No Religion	64 (50.4%)
Church of England	0	Other Religion	0
Hindu	0	Unknown	

- At present, all of our pupils are either from a non-religious background or a Christian religious background.

No information was available on the following protected characteristics:

Gender Reassignment- The school did not have any information on whether any of the children on roll had reassigned their gender. The school agree to seek further advice and support on how and when to monitor this protected characteristic.

Sexual Identity- The school did not have any information on whether any of the pupils on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question had never been asked. The school agree to seek further advice and support on how and when to monitor this protected characteristic and how to use the data sensitively when collected.

Equality Objective One: Understanding and showing respect and appreciation of others' religious beliefs

Protected Characteristic: Religion

Why?

At present, all pupils at Lambley Primary School are of the same (Christian) or of no religion. Too few pupils at school were able to recognise and understand the varying religious beliefs in the local area and beyond.

There is the potential for prejudicial incidents based upon the lack of understanding of other people's faiths. We want to increase pupil awareness and understanding of different religions and faiths and help to develop positive attitudes towards people of different religions and faiths.

How?

- Extend the school uniform policy (including for PE) to cater for varying religious sensitivities
- Carry out an annual whole school PSHE/ Citizenship unit of work focussed on difference and diversity
- Update PSHE/ Citizenship Action Plan to ensure any identified issues are tackled at a whole school level through the curriculum
- Link to British Values- a golden thread through subjects across the curriculum
- Introduce 'Our World' assemblies to tackle the issue and discuss appropriate language and meaning
- Develop the RE curriculum, following the Nottinghamshire agreed syllabus to focus on a deeper understanding and acceptance of varying faiths

- Hold an annual Parent/ Carer Showcase to share the work we have done to celebrate diversity and equality
- Curriculum Link Governors and Anti-Bullying Governor will visit the school on a regular basis to review policies and practice and to hold the school to account

Equality Objective Two: Promote positive attitudes towards race equality

Protected Characteristic: Race & Ethnicity

Why?

At present, our school community has very little racial diversity and this is also true of our immediate surrounding area. Data shows that this is an area for development within the wider community and we want to do all we can to reduce the risk of prejudicial incidents or extremism.

As a result, the children will display positive attitudes towards the promotion of race equality and there should be no incidents of the inappropriate use of language related to race equality.

How?

- Carry out an annual whole school PSHE/ Citizenship unit of work focussed on difference and diversity
- Update PSHE/ Citizenship Action Plan to ensure any identified issues are tackled at a whole school level through the curriculum
- Link to British Values- RESPECT- a golden thread through subjects across the curriculum
- Introduce 'Our World' assemblies to tackle the issue and discuss appropriate language and meaning
- Involve Pupil Voice in carrying out Pupil Interviews across school to gather perceptions on their current understanding/ views
- Hold an annual Parent/ Carer Showcase to share the work we have done to celebrate diversity and equality
- Continue to have a zero tolerance approach to incidents relating to the use of inappropriate language related to race, and ethnicity equality
- Curriculum Link Governors and Anti-Bullying Governor will visit the school on a regular basis to review policies and practice and to hold the school to account