



HALL GREEN SCHOOL

EQUALITY AND DIVERSITY INFORMATION

Adopted:	8 December 2021
Next Review:	September 2022
Governing Committee:	Full Governing Body
Responsibility:	Headteacher

What is the duty?

We must:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups.

What are the protected characteristics?

The Equality Act 2010 was introduced to ensure protection on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their sex; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are also 'protected characteristics'. These apply to staff but not students in schools.

1. School Context – Pupils

Gender	Count	%
Male	544	60.4%
Female	357	39.6%

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): **91 Students or 10%**.

Looked After Children

There are currently 15 students in care.

Ethnicity and Race

DfE Code	Count	%
ABAN	32	3.6%
AIND	47	5.2%
AKAO	3	0.3%
AKPA	40	4.4%
AMPK	139	15.4%
ANEP	1	0.1%
AOPK	440	48.8%
AOTA	22	2.4%
ASLT	1	0.1%
BAOF	4	0.4%
BCRB	6	0.7%
BNGN	1	0.1%
BOTB	1	0.1%
BSOM	3	0.3%
BSUD	2	0.2%
CHKC	1	0.1%
COCH	1	0.1%
MABL	1	0.1%
MAOE	2	0.2%
MBOE	2	0.2%
MCOE	2	0.2%
MOTM	20	2.2%
MWAI	2	0.2%
MWAO	7	0.8%
MWAP	7	0.8%
MWBA	1	0.1%
MWBC	8	0.9%
MWCH	1	0.1%
MWOE	5	0.6%
NOBT	6	0.7%
OAFG	6	0.7%
OARA	7	0.8%
OIRQ	2	0.2%
OKRD	1	0.1%
OOEG	14	1.6%
OTHA	2	0.2%
OYEM	4	0.4%
WBOS	3	0.3%
WEEU	2	0.2%
WENG	44	4.9%
WITA	2	0.2%
WOTW	3	0.3%
WROM	1	0.1%
TOTAL	901	100%

See Appendix for code explanations.

Additional Groups

Ofsted inspections look at how schools help “all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support”. In addition to pupils with protected characteristics, we wish to provide further information on the following groups of pupils:

Pupils with English as an Additional Language

EAL	Count	%
Yes	296	32.9%
No	605	67.1%

Pupils from low-income backgrounds

Pupil Premium	Count	%
Pupil Premium	362	40.2%
Non Pupil Premium	539	59.8%

Religion and Belief

Religion	Count	%
Buddhist	1	0.1%
Christian	44	4.9%
Hindu	12	1.3%
Muslim	768	85.2%
No Religion	40	4.4%
Sikh	27	3.0%
(blank)	9	1.0%
Total	901	100%

Equality Objectives 2021 - 22

Equality Objective One: To eradicate achievement gaps between **disadvantaged** students and their peers.

Strategies:

- Strategic and appropriate use of Pupil Premium and COVID Catch Up funding
- Provision of additional activities and resources for low-income pupils
- Tuition and targeted intervention
- Appraisal targets for teachers which focus on disadvantaged students
- Rigorous tracking of disadvantaged pupils by leaders at all levels
- Engagement with companies and organisations to provide pupils with aspirations for when they leave school
- Analysis of academic and pastoral data to identify underachievement to enable appropriate targeted intervention
- Develop tracking systems to ensure disadvantaged pupils access enrichment opportunities equally

Equality Objective Two: To eradicate **discriminative** language and behaviours.

Strategies:

- Promoting the school's values of respect and celebrating diversity
- RSHE lessons teaching students about the importance of respecting people for who they are
- Promoting role models
- Intervention work for students who use discriminative language to ensure they understand why it is wrong
- Clear sanctions in place for students using discriminative language
- Raising awareness of national campaigns and their importance
- Ensure displays around school reflect the objective
- Staff training around key issues including peer on peer abuse and sexual violence

Equality Objective Three: To raise people's awareness of, and reduce, systemic **discrimination**.

Strategies:

- Support staff understanding of the issues through training and development programmes
- Review the content of the curriculum to ensure there is no systemic racism
- Be vigilant to the influence of local and national extremist groups
- Ensure opportunities to celebrate BAME cultures are prevalent throughout the curriculum
- Ensure the behaviour policy is applied appropriately to any incidences involving bullying due to race or language barriers
- Critically evaluate recruitment processes with a view to ensuring no systemic discrimination exists
- Develop a multi-layered approach to ensuring pupils access opportunities available to them

Equality Objective Four: To educate the school community on the importance of understanding different **disabilities** and the way they impact on people's lives.

Strategies:

- Promoting the school's values of respect and celebrating diversity
- Assemblies led by staff, students, and external speakers on different disabilities
- Ensure displays around school reflect the objective
- Ensure role models reflect people with disabilities
- Enrichment opportunities in place for pupils with disabilities

APPENDIX

Ethnicity and Race Codes

ABAN	Bangladeshi
AIND	Indian
AKAO	Kashmiri Other
AKPA	Pakistani: Kashmiri
AMPK	Pakistani: Mirpuri
ANEP	Nepali
AOPK	Pakistani: Other
AOTA	Other Asian
ASLT	Sri Lankan Tamil
BAOF	Other Black African
BCRB	Black Caribbean
BNGN	Nigerian
BOTB	Black Other
BSOM	Somali
BSUD	Sudanese
CHKC	Hong Kong Chinese
COCH	Other Chinese
MABL	Asian and Black
MAOE	Asian and any other background
MBOE	Black and any other background
MCOE	Chinese and any other background
MOTM	Other mixed background
MWAI	White and Indian
MWAO	White and any other Asian Background
MWAP	White and Pakistani
MWBA	White and Black African
MWBC	White and Black Caribbean
MWCH	White and Chinese
MWOE	White and any other background
NOBT	Information not yet obtained
OAFG	Afghanistani
OARA	Arab Other
OIRQ	Iraqi
OKRD	Kurdish
OOEG	Other Ethnic Group
OTHA	Thai
OYEM	Yemini
WBOS	Bosnian-Herzegovinian
WEEU	White Eastern European
WENG	English
WITA	Italian
WOTW	Other White
WROM	Gypsy/Roma