

Deykin Avenue JI School
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Equality Objective Statement September 2023-September 2024 and Equality Information

Equality Act 2010

In England and Wales the Act applies to all maintained and independent school, as well as academies and free schools.

The Act covers all aspects of school life to do with school treats pupils and prospective pupils, parents and carers, employees and members of the community. Everything a school does must be fair, non-discriminatory and not put individuals or groups of people at a disadvantage. In particular, a school must not discriminate, harass or victimise a pupils or potential pupil.

The Equality Duty has two parts: the “general” duty and “specific” duties. The general duty is the overarching legal requirement for schools and means they must consider how their policies, practices and day-to-day activities impact on pupils and staff. Schools are required to have “due regard” to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations.

The two specific duties for schools aim to assist them to meet the general duty. These are:

- To publish information to show how they are complying with the Equality Duty. This must be updated at least annually.
- To prepare and publish one or more specific and measurable equality objectives every four years.

At Deykin Avenue we welcome our duties under the Equality Act 2010.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

Deykin Avenue aims to promote pupils’ spiritual, moral, social and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity. We hold the silver award for UNICEF and also promote British Values throughout school.

Aims to eradicate discrimination

Deykin Avenue believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of our school. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to be more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Dealing with prejudice

Deykin Avenue does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. For more information please refer to our Behaviour policy, our anti bullying policy and our equality policy.

Our pupils are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

The school's employees will not:

- Discriminate against any members of the school
- Treat other members of the school unfairly

The school's employees will:

- Promote diversity equality
- Encourage and adopt an inclusive attitude
- Lead by example

Equality and dignity in the workplace

Deykin Avenue does not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex or sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated at Deykin Avenue and we are continuously working towards a more accepting and respectful environment for our schools community. Our Equal Opportunities Policy and Equal Opportunities and Dignity at Work Policy further outline the school's policies regarding equality. Inclusion and equality run through all our policies and is implicit to our ethos.

Pupil Information for school-taken from the January 2022 Census information

| | School | National |
|---|---------------------------------------|----------|
| Number on Roll | 198 | - |
| Gender | Male | 51% |
| | Female | 49% |
| % eligible for FSM for any time during last 6 years | 41% | 24% |
| % of pupils first language not believed to be English | 73% | 21% |
| Ethnicity: The school has 16 different languages spoken other than English. | | |
| Arabic | 0.5% | - |
| Bengali | 12% | - |
| Hausa | 0.5% | |
| Kurdish | 0.5% | |
| Panjabi (any other) | 14% | |
| Panjabi Miripuri | 8% | - |
| Panjabi (Pothwari) | 0.5% | |
| Polish | 0.5% | |
| Portuguese | 0.5% | |
| Farsi/Persian | 1% | |
| Romanian | 10% | |
| Romania | 0.5% | |
| Slovak | 0.5% | |
| Somali | 2% | |
| Spanish | 0.5% | |
| Urdu | 18% | |
| Other | 2% | |
| % of pupils with SEN support | 19.7% | 12.2% |
| % of pupils with SEN statement or EHC plan. | 0.5% | 1.3% |
| School deprivation indicator | We are always in the highest quintile | 2.1 |