



Northwood Primary School Academy Trust

Equality Information

Our Values:

Belonging Responsibility Resilience Equality Empathy

The Equality Act 2010 has replaced and unified all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It aims to ensure that people have equality of opportunity in accessing and experiencing public services. There are two kinds of duty that schools must meet: the general which is the Public Sector Equality Duty (PSED) and the specific. There are two specific duties; these are that schools should:

- publish information which shows compliance with PSED and
- publish at least one equality objective

The Public Sector Equality Duty has three main aims:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

As part of the annual analysis of provision, pupil progress, attainment and attendance the Leadership Team and key aspect and subject leaders consider the groups protected under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation.)

Pupil data

- Northwood Primary School has 200 pupils on role as of 30th September 2022.
- 16.5% of pupils gave SEND
- 10% of pupils have English as an additional language
- Attendance for the whole school for the summer term of 2021/22 was 94.8%

Equality Objectives

Having analysed the data relating to the protected groups, the following objectives have been set:

- To promote and enhance community cohesion and a sense of shared belonging to the school and the local community.
- The progress and attainment of pupil premium pupils will be in line with non-pupil premium pupils.