

# Equality Policy

Reviewed: March 2022

Agreed By Governing Body:

To be reviewed: March 2023



## Aims

Watergate welcomes its duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- Age (for employees not for service provision)
- Disability
- Race
- Sex (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (we will not publish information that will identify any individual)
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above, however, where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

## Our Mission

At Watergate pupils' learning and achievement is our priority.

We provide excellent and motivating education, tailored to individual needs in a safe and secure environment.

Success is celebrated; independence is encouraged;

Everyone is valued, respected as an individual and is eager to learn with enjoyment. The school has a fun, motivating and happy atmosphere where pupils reach their full potential.

## Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and may seek support from the Local Authority.

## Responsibility

We believe that promoting Equality is the whole school's responsibility:

Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives. Ensuring that staff have access to appropriate training and resources
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all of the school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record report, and respond appropriately to prejudice related incidents.
School Leadership Team	To support the Headteacher as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.

Non -Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Parents/Carers	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

**We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the school's website.**

## Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and governing body.

## Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

## School Information

Understanding Watergate School and its community

Ethnicity	Percentage
Asian or Asian British - Bangladeshi	1
Asian or Asian British - Chinese	1
Asian or Asian British - Pakistani	3
Asian or Asian British - Sri Lankan Tamil	5
Asian or Asian British - Vietnamese	2
Asian or Asian British – Any Other Asian Background	5
Black or Black British - African	12
Black or Black British - Caribbean	7
Black or Black British - Somali	4
Black or Black British - Any Other African Background	24
Mixed/Dual Background – White and Black African	3
Mixed/Dual Background – White and Black Caribbean	7
Mixed/Dual Background – Any Other Mixed Background	1
White - British	11

White - European	6
White – Any Other White Background	4
Other Ethnic Group	5
Refused	1

Gender	Percentage
Male	75
Female	25

Religion or Belief	Percentage
Christian	68
Hindu	6
Muslim	29
Buddhist	1
Other	6
No Religion	15
Not Declared	27
Refused	1

Types of SEN Need Within School	Number
Autistic Spectrum Disorder	84
Severe Learning Difficulty	78
Speech and Language or Communication Need	46
Profound & Multiple Learning Difficulty	12
Physical Disability	11
Social, Emotional and Mental Health	7
Specific Learning Difficulty	6
Hearing Impairment	5
Vision Impairment	2
Multi-Sensory Impairment	2
Other Difficulty/Disability	2
Moderate Learning Difficulty	1

Entitlement to Free School Meals	Percentage
Entitled	37
Not Entitled	63

## Local Community Context of Watergate School

Ethnicity	Lewisham %	London %	England %
Asian or Asian British	9.3	18.4	7.5
Black or Black British	27.2	13.3	3.4
Mixed/Dual Background	7.4	5.0	2.2
White	53.6	59.8	85.9
Other Ethnic Group	2.6	3.4	1.0

Religion or Belief	Lewisham %	London %	England %
Christian	52.8	48.4	59.4
Buddhist	1.3	1.	0.5
Hindu	2.4	5.	1.5
Jewish	0.2	1.8	0.5
Muslim	6.4	12.4	5.
Sikh	0.2	1.5	0.8
Other Religion	0.5	0.6	0.4
No Religion	27.2	20.7	24.7
Religion Not Stated	8.9	8.5	7.2

## Equality Objectives 2020 - 2023

- To ensure that, during and upon completion of the school expansion, all pupils, regardless of their race, disability, gender, gender re-assignment, age, sexual orientation, religion and belief, will continue to be provided with the best quality of education and care.
- To ensure that all pupils, irrespective of their protected characteristic, make good or better progress. If this is not the case, ensure that appropriate interventions are put in place to enable individual pupils to make good or better progress.
- To promote the fundamental British values of Democracy, the Rule of Law, Individual Liberty and Mutual Respect, and Tolerance of those of different faiths and beliefs.