

Underhill School and Children's Centre



Equality objectives statement

Opening statement

At **Underhill School and Children's Centre** we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

Eliminating discrimination.

Fostering good relationships.

Advancing equality of opportunity.

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.

Underhill School and Children's Centre 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.

Aims to eradicate discrimination

Underhill School and Children's Centre 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 the 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 become 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

Underhill School and Children's Centre 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.

At **Underhill School and Children's Centre**, 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 member of the school.

Treat other members of the school unfairly.

The school's employee's will:

Promote diversity equality.

Encourage and adopt an inclusive attitude.

Lead by example.

Equality and dignity in the workplace

Underhill School and Children's Centre 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.

What's next?

Prejudice is not tolerated **Underhill School and Children's Centre** and we are continuously working towards a more accepting and respectful environment for our schools community.

The school's **Equal Opportunities Policy** further outlines the school's policies regarding equality.

Our School Community - Pupils

March 2018: 532 pupils on roll, from YR to Y6, excluding the pupils in Nursery and Pre-School.

Information has been gathered from Integris under the following headings:

Ethnic Categories

Afghan	24	4.51%
Albanian	7	1.32%
Any Other Black Background	1	0.19%
Any Other Ethnic Group	3	0.56%
Any Other Mixed Background	16	3.01%
Arab Other	4	0.75%
Bangladeshi	7	1.32%
Black - Angolan	4	0.75%
Black - Congolese	9	1.69%
Black - Ghanaian	5	0.94%
Black - Nigerian	10	1.88%
Black - Sierra Leonian	2	0.38%
Black - Somali	22	4.14%
Black - Sudanese	1	0.19%
Black Caribbean	17	3.20%
Chinese	2	0.38%
Filipino	3	0.56%
Greek	3	0.56%

Kosovan	2	0.38%
Lebanese	1	0.19%
Moroccan	7	1.32%
Not Specified	10	1.88%
Other Asian	13	2.44%
Other Black	6	1.13%
Other Black African	10	1.88%
Other Ethnic Group	4	0.75%
Other White British	5	0.94%
Pakistani	10	1.88%
Portuguese	6	1.13%
Refused	4	0.75%
Sri Lankan Sinhalese	4	0.75%
Sri Lankan Tamil	3	0.56%
Thai	1	0.19%
Turkish	10	1.88%
Vietnamese	2	0.38%
White - British	161	30.26 %

Greek Cypriot	1	0.19%
Greek/Greek Cypriot	2	0.38%
Gypsy / Roma	1	0.19%
Indian	10	1.88%
Information Not Obtained	10	1.88%
Iranian	7	1.32%
Italian	1	0.19%
Japanese	2	0.38%

White And Asian	4	0.75%
White And Black African	15	2.82%
White And Black Caribbean	20	3.76%
White Eastern European	27	5.08%
White European	3	0.56%
White Other	23	4.32%
White Western European	2	0.38%

Religion

Buddhist	8	1.50%
Christian	189	35.53%
Hindu	10	1.88%
Jehovahs Witness	1	0.19%
Jewish	4	0.75%
Muslim	132	24.81%
No Religion	128	24.06%
Not Specified	42	7.89%
Other Religion	16	3.01%
Sikh	1	0.19%

Home Language

Acholi	1	0.19%
Akan (Fante)	1	0.19%
Albanian/Shqip	9	1.69%
Amharic	2	0.38%
Arabic	18	3.38%
Arabic (Algeria)	4	0.75%
Arabic (Any Other)	1	0.19%
Arabic (Iraq)	1	0.19%
Arabic (Morocco)	3	0.56%
Arabic (Sudan)	1	0.19%
Bengali	8	1.50%
Bosnian	1	0.19%
British Sign Language	1	0.19%
Bulgarian	3	0.56%
Chinese	3	0.56%
Chinese (Cantonese)	1	0.19%
Chinese (Mandarin/Putonghua)	1	0.19%
Classification Pending	1	0.19%
Croatian	1	0.19%
Czech	1	0.19%
Dari Persian	3	0.56%

Information not obtained	3	0.56%
Italian	2	0.38%
Japanese	2	0.38%
Lingala	2	0.38%
Lithuanian	2	0.38%
Mauritian/Seychelles Creole	1	0.19%
Not Specified	1	0.19%
Pashto/Pakhto	14	2.63%
Polish	14	2.63%
Portuguese	20	3.76%
Portuguese (Any Other)	1	0.19%
Romanian	14	2.63%
Romanian (Romania)	1	0.19%
Russian	4	0.75%
Sinhala	3	0.56%
Slovak	1	0.19%
Somali	15	2.82%
Spanish	3	0.56%
Swahili (Any Other)	4	0.75%
Tagalog	3	0.56%
Tamil	3	0.56%

Dutch/Flemish	1	0.19%
English	282	53.01%
Farsi/Persian (Any Other)	20	3.76%
French	7	1.32%
Greek	4	0.75%
Hebrew	2	0.38%
Hindi	1	0.19%
Hungarian	2	0.38%
Igbo	1	0.19%

Telugu	1	0.19%
Thai	1	0.19%
Turkish	12	2.26%
Urdu	7	1.32%
Uzbek	3	0.56%
Vietnamese	2	0.38%
West-African Creole Portuguese	2	0.38%
Xhosa	1	0.19%
Yoruba	1	0.19%

Free School Meals

NO	419	79%
Female	191	36%
Male	228	43%
YES	113	21%
Female	48	9%
Male	65	12%

SEND

Total Pupils with SEND	135	
Female	44	32.59%
Male	91	67.41%

		<i>% of SEN</i>
Autistic Spectrum Disorder	9	6.67%
Female	3	2.22%
Male	6	4.44%
Moderate Learning Difficulty	6	4.44%
Female	5	3.70%
Male	1	0.74%
Not Specified	70	51.85 %
Female	29	21.48 %
Male	41	30.37 %
Other Difficulty/Disability	1	0.74%
Male	1	0.74%
Physical Disability	2	1.48%
Female	1	0.74%
Male	1	0.74%
Social, Emotional and Mental Health	14	10.37 %
Female	2	1.48%
Male	12	8.89%
Specific Learning Difficulty	3	2.22%
Male	3	2.22%

Speech, Language and Communication Needs	29	21.48 %
Female	4	2.96%
Male	25	18.52 %
Visual Impairment	1	0.74%
Male	1	0.74%
	135	

**Equality data 2018
Summary**

Total pupils R - Y6 532

Religion	Other	172	32.33 %	Christian, no religion, not specified	359	67.48 %
Home Language	EAL	246	46.24 %	English	286	53.76 %
FSM	No	419	79%	Yes	113	21%
SEND	Overall	135	25%	Girls - overall	44	8.27%
				Boys - overall	91	17.11 %