



Villa Real School
together we achieve

Equality Information and Equality Objectives for Villa Real School

Responsibility: A. Morris

Date: January 2025

Signed & Adopted by the Governing Body:

Chair of Governors

Date: 20.01.25

Reviewed: January 2027 with annual review

Villa Real School are committed to equality for all. We aim for every pupil/ student to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and during extra-curricular school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the school's provisions are:

- Disability
- Identity
- Pregnancy and maternity
- Race
- Religion or beliefs
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the school's provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected

characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six 'Brown principles of due regard'

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information:

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil, student or staff member can be identified.

Pupils:

Age	We have 123 pupils aged from 2 to 19 years old in our school.
Disability	100% pupil gave information. 100% of pupils recorded a disability. We ensure reasonable adjustments are made where appropriate.
Identity	We support the pupil/student during any time of questioning identity.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.

'Race' / ethnicity	100% pupil gave information Our numbers are so small it would not be appropriate to publish this information.
EAL (English as an Additional Language)	Our numbers are so small it would not be appropriate to publish this information
Religion and Belief / no belief	Our numbers are so small it would not be appropriate to publish this information
SEND	100% pupils identified with a Special Educational Need.
Sex – male/female	78% Male 22% Female
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	62% pupils eligible for Pupil Premium

We will update our equality information at least annually and publish on the school website.

Equality Objectives 2023 – 2026

Our equality objectives are:

1. to improve documentation and support for the Polish, Tamil, and Malayalam Community
2. to improve access to sensory stories for pupils/ students with hearing and visual impairment following new advice from RNIB (Royal National Institute of Blind People)
3. to continue to raise community. Awareness of Villa Real School and extend work opportunities in the community
4. to continue to promote gender equality and identity despite smaller number of girls in the school
5. to continue to bid for additional funding to improve resources for pupils with VI and HI

We will update our equality objectives every four years and publish them on our school website. We will review progress on these objectives annually.

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'