

**Notice of Compliance with The Equality Act 2010 and Public  
Sector Equality Duty**

The Equality Act 2010 applies to maintained and independent schools in England and Wales and covers all aspects of school life related to how a school treats pupils, parents and careers, employees, volunteers and all members of the community. It requires us to report to you on how we are showing due regard to inequalities within our school.

The governors and staff of Gainsborough School are committed to:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between all groups

Our two specific duties are:

- To publish information to show how we are complying with the Equality Duty
- To publish measurable equality objectives

Our Policies on equality include:

- Inclusion policy
- Equal opportunities policy
- Safeguarding and Vulnerable Children policy

Some of which are published on our website, clearly state how the whole school community works together to eliminate all forms of discrimination, harassment and victimization. These policies are reviewed regularly and the school governors monitor all school policies and practices, our Equality Action Plan and School Development Plan.

At Gainsborough our school population is very mixed and there are roughly equal number of boys and girls although this differs in some year groups. We have a higher than average number of children who are eligible for free school meals. Children come from a broad socio-economic background. Last year 20% of our children were identified as having special educational needs. The school tracks children's progress and assesses regularly to identify under achievement. Staff identify barriers to learning and strive to narrow any gaps in the performance of all children but in particular those who are vulnerable to under achievement.

Our School Development Plan is compiled each year in discussion with all staff and governors. It makes use of comments from parents and pupils and aims to address inequalities that are shown through our data and raised through dialogue with all our stakeholders. Our aim is always to ensure that all children reach their full potential and make at least expected progress.

## Gainsborough School Improvement Plan 2017 - 2020 Equality Action Plan

This action plan ensures Gainsborough Primary School complies with 'The Equality Act 2010' and 'Public Sector Equality Duty April 2012' and is based on information provided in the document 'Equality Act 2010 Advice for school leaders, school staff, governing bodies and Local Authorities update December 2012' published by the DES.

Objective	Actions to be taken
<b>To promote understanding and respect for differences of all kinds.</b>	<ul style="list-style-type: none"><li>• Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity.</li><li>• Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.</li><li>• Use events like World Cup, Olympics, WW1 centenary as an opportunity to explore other cultures.</li></ul>
<b>To narrow pupil premium gap in writing in KS2.</b>	<ul style="list-style-type: none"><li>• Increase the number of Pupil Premium pupils working at the expected standard for their age.</li><li>• Monitor the achievement of Pupil Premium pupils.</li><li>• Plan and deliver interventions to address gaps in learning as identified through on-going assessment.</li></ul>
<b>To review assessment for children with SEND working well below age expected levels in preparation for assessment without 'p-scales'.</b>	<ul style="list-style-type: none"><li>• SCERTs project to develop linked curriculum and assessment</li><li>• Working with other schools to identify core assessments</li><li>• Moderation across Eko Trust to create a portfolio of support materials</li><li>• Eko assessment team and inclusion teams to develop other assessment for those pre-NC</li></ul>
<b>To provide training for all staff, families and Governors on equality and diversity.</b>	<ul style="list-style-type: none"><li>• Provide specific INSET to staff on equality training.</li><li>• Use opportunities as they arise during INSET to provide training on equality and diversity.</li></ul>
<b>To ensure there are opportunities for professional development and leadership opportunities for BAME staff.</b>	<ul style="list-style-type: none"><li>• Ensure opportunities for development and leadership are open to all and taken up</li><li>• Cross Trust work to review development pathways</li></ul>