



Merridale Primary School

Equality Context and Objectives

2022-2026

Agree by Governors on 17th March 2022

Equality Statement

At Merridale Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, gender reassignment, disability, sexual orientation, pregnancy, religion or belief. We will adhere to the legal definitions of these protected characteristics as set out by the Equality and Human Rights Commission (EHRC) code of practice.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. Our vision and values ensure that every pupil and teacher is given an equal opportunity to achieve their potential.

School Context

Merridale Primary School is a one-form entry primary school that serves an urban area of Wolverhampton.

Number of pupils on roll at the school: **237**

Age of pupils: 3 to 11

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Merridale Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

- 1) All members of our school community are of equal value.
- 2) We recognise, respect and celebrate difference and diversity.
- 3) We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
- 4) We observe good equalities practice in staff recruitment, retention and development.
- 5) We aim to reduce and remove inequalities and barriers that already exist.
- 6) We have the highest expectations of all of our children.

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person have several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

In addition to pupils with protected characteristics, we gather information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged children
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

*Correct as of February 2022

Ethnicity	Number	Percentage
Any other Asian background	18	7.5
Any other Black background	1	0.42
Any other ethnic group	7	2.9
Any other mixed background	8	3.37
Any other White background	29	12.2
Black - African	19	8.01
Black Caribbean	6	2.53
Chinese	1	0.42
Indian	51	21.51
Pakistani	55	23.2
Roma	1	0.42
White - British	22	9.28
White - Irish	1	0.42
White and Asian	9	3.79
White and Black Caribbean	9	3.79

FSM	88	37.13	
Pupil Premium	89	37.55	
SEN	67	28.27	
EAL	175	73.83	With 29 Languages spoken besides English

Boys	111	46.83
Girls	126	53.16
Total	237	

Equality Objectives

At Merridale Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Objective 1: To ensure the school actively promotes and prioritises raising awareness, appreciation and celebration of diversity.

Objective 2: To monitor and analyse pupil achievement by ethnicity, gender and disability.

Objective 3: To review our curriculum and audit our curriculum resources to ensure that it is inclusive and accessible to all and reflects those with protected characteristics so they are given equality of opportunity.

Objective 4: To maximise opportunities and achievement for all groups of pupils, including gender; sexuality, race and religion and those with SEN, including access to extra-curricular activities.

These objectives will be reviewed every 4 years.

The school's Equality Objectives should also be read in conjunction with the **Accessibility Policy and the Equality Policy**.

Reviewed: 17th March 2022

Date of next review: March 2026

Responsible member of staff: Mrs L Towle

Chair of Governors: Councillor John Reynolds