

Equalities Information Appendix A

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires
- involvement of the school council
- staff survey
- contact with parents representing pupils with particular protected characteristics

Pupil-related data

Information Evidence and commentary

	School	National
Number on roll	208	269
Gender:		
Girls	49 %	49%
Boys	51%	51%
Pupils from minority ethnic groups	9.2%	30.7%
% of pupils with SEN support	13%	13%
% of pupils with EHCP	0%	1.4%

Attainment– by gender

% of pupils achieving Level 4+ in English and Maths

Girls	70%	83%
Boys	76%	77%

Attainment– by race

% of pupils achieving Level 4+ in English and Maths

White British	72%	81%
White Other Background	100%	73%
Any other mixed background	n/a	82%

	School	National
Attainment – FSM		
% of pupils achieving Level 4+ in English and Maths		
	50%	70%

Attainment – by disability / SEN		
% of pupils achieving Level 4+ in English and Maths		
No SEN	81%	90%
SEN support	25%	43%
EHCP/Statement	n/a	16%

School Attendance by gender 2014-15
% of sessions missed due to overall absence

Boys	3.2%	4.1%
Girls	2.9%	4.0%

Attendance by race		
% of sessions missed due to overall absence		
Indian	-	
Black-African	3.5%	2.7%
Any other Black background	2.7%	3.4%
White British	3.1%	3.9%
White Irish	3.5 %	4.7%
Gypsy / Roma	-	11.6%
Any other White	2.0 %	4.8%
White & Asian	1.9%	4.1%
Any other Mixed	2.0%	4.2%
Refused	8.6%	4.3%

Attendance by Disability / SEN		
% of sessions missed due to overall absence		
No SEN	2.9%	3.8%
SEN with support	3.9%	5.2%
EHCP/Statement	n/a%	6.5%

**Participation in the School Council
2014-15**

20% of the School Council is BME
80% of the School Council is White British
50% of the council are Boys, 50% Girls
This is broadly reflective of the school community

Participation in After School Clubs as at January 2015

40% of the school attend an after school club.
54% of SEN children attend an after school club.
41% of BME children attend an after school club.

Staff data

As our school employs less than 150 staff, the Governing Body is not required to publish information in relation to our staff.

Other information

Information Evidence and commentary

Governor representation as at Jan 2015

71% Male, 29% Female

86% White British

Volunteers as at January 2015

77.96% Female, 22.03% Male

94.9% White British

Qualitative information

The School publishes the following on our website:

- school policies
- a note about how the school monitors equality issues in everyday school life
- information about aspects of the curriculum which promote tolerance, friendship and an understanding of different cultures

The following information is available on request at the school office:

- minutes of governor meetings
- twinning arrangements with schools which enable pupils to meet and exchange experiences with pupils from different backgrounds
- details about assemblies which deal with relevant equality related issues
- views of the School Council

The school has published various policies on the school's internet site

www.newlands.hants.sch.uk

These policies evidence the school's commitment to the principles outlined in this policy and the public sector equality duty.

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The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality information on an annual basis.