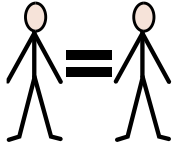


## Equality at Daventry Hill School 2018-19

### What is the Equality Act 2010?



A law that protects people from discrimination.

It replaces all previous laws including:

- Disability Discrimination Act
- Race Relations Act

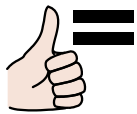
and many others

### Why change?

Having one law on Equality helps people to **better Understand** theirs' and other people's rights, and how they should expect to be treated



### What is Equality?



It doesn't mean treating everyone the same;  
It does mean treating people **fairly**, with **respect**,  
and having regard for their **rights and wishes**.  
Sometimes this means giving people **extra help**  
so they have the same chances.



#### Our Vision:

At Daventry Hill School we aim to inspire and empower all learners to achieve

#### Our Mission:

INSPIRE, EMPOWER, ACHIEVE

#### Our Values

At Daventry Hill, we support the mission through

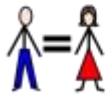
RESPECT – TOLERANCE – RESILIENCE - COMMUNITY



## Protected Characteristics

The Equality Act protects the same groups of people that were covered by previous legislation, but these groups are now referred to as 'protected characteristics'

The following is a list of the protected characteristics covered by schools:



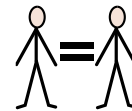
- |                         |                     |
|-------------------------|---------------------|
| Disability              | Gender Reassignment |
| Pregnancy and Maternity |                     |
| Race                    | Religion or Belief  |
| Sex                     | Sexual orientation  |



## What will we do?



Ensure everyone is treated fairly.



Give everyone 'Equality of Opportunity'



Help everyone to communicate openly and clearly, without prejudice

## What can you do?



- Inform the school if there is anything we can do.
- Help to identify barriers.
- Help the school to meet its aims.



**If you have an issue or concern** - Please speak to us first. If you are still unhappy - follow the schools complaints process  
 Contact the school for further information (01327 703135)

## Equality at Daventry Hill School

The law requires us to:

- Publish equality information – to demonstrate compliance with the general duty across its functions

<b>Religion</b>	
Christian	20
Muslim	0
Other Religion	3
No Religion	11
Refused	0
Information not given	112
<b>SEN Status</b>	
Total EHCPs /Statements	146

<b>Ethnicity</b>	
Asian and any other Asian background	4
Bangladeshi	1
Black and any other Black background	3
Other Black African	2
Gypsy / Roma	0
White British	120
Other ethnic group	1
White and Black Caribbean	2
Any other mixed background	4
Any other White background	6
Information not given	3

<b>Gender</b>	
Girls	37
Boys	109

<b>Special Education Needs</b>	
Severe Learning Needs	7
Moderate Learning Needs	5

These numbers do not equal total number of pupils as pupils have a multiplicity of additional needs	<b>Additional Needs</b>	
	Speech & Language / Communication	75
	Autistic Spectrum disorder /Condition	59
	Social Emotional & Mental Health	12
	Physical Difficulties	4
	Visual Impairment	1
	Hearing Impairment	1
	Specific Learning Difficulties	
	ADHD	8
Other		



**The school does not collect information regarding gender reassignment or sexual identity.**

### **Analysis of data**

As part of the school's cycle of monitoring of performance, there is detailed analysis of the data of individuals and groups. This information is available on the school website, or if you would like to discuss this information further please contact the school to make an appointment with the head of school.

As part of the school's monitoring cycle, and for Equality Duty we monitor:

Attendance	Progression
Behaviour	Targets
Exclusions	Prejudice related incidents

Data suggests that **no groups** of pupils are disadvantaged at Daventry Hill School.

### **2018-20 Equality Duty Objectives**

\*Data is missing (for example Special Educational Needs) therefore need to ensure data required and collected is accurate so can analyse effectively

Areas that Public Sector Equality Duty should help to address:

- Attainment
  - Attendance
  - Participation in school activities
  - Ensuring all pupils engage effectively in learning
  - Bullying
  - Improving careers and progression and transition
- Exclusion