



NOTTINGHAM
FREE SCHOOL

Equality

Nottingham Free School is committed to ensuring equality of provision throughout our school. There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations Amendment Act 2000, Disability Equality Duty 2005 and Equality Act 2010.

Nottingham Free School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- **Eliminate discrimination, harassment and victimisation.**
- **Promote equality of access and opportunity within our school and within our wider community.**
- **Promote positive attitudes to difference and good relationships between people of different backgrounds, genders, cultures, faiths, abilities and ethnic origins.**

The Leadership Team and Governors at Nottingham Free School review termly the progress that we are making to meet our equality objectives with regard to protected groups (race, disability, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion/belief and sexual orientation) under the Equality Act 2010.

At Nottingham Free School our mission is: **To work hard, be kind**

In line with our mission statement, we want to ensure that equality exists within our school in order that all children are included effectively and that they are all supported to achieve their best.

Equality Objectives

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

Equality Objective	MUTUAL RESPECT - To promote the 'British value' of mutual respect within the school community - with a focus on race, religion, age and disability.
Why?	Our school make up is very diverse with an increasing proportion of EAL students and those who are from different ethnic and religious backgrounds.

How?	<ul style="list-style-type: none"> • Anti-Bullying Week November 2016 – emphasis on RESPECT, drawing on a variety of aspects – racism, e-safety, homophobia, religions and belief systems. All classes will produce work to highlight the importance of respect and aspiration. • SENDCO has EAL responsibilities and we attend the EAL network meeting with other city schools. • Use of IDEAL EAL training for staff CPD • Ensure issues of equality and mutual respect are included within the curriculum and assemblies, in particular PSHCE and Philosophy & Ethics.
Outcome?	

Equality Objective	SELF RESPECT – To promote self-respect and safety in terms of religion, belief, disability or sex.
Why?	We need to ensure that staff are continually updated on safeguarding and that children know how to keep themselves safe.
How?	<ul style="list-style-type: none"> • To ensure that all staff have completed the online training on Safeguarding level 1 and forced marriage. All 'new' and particularly relevant topics are included in the annual training e.g. FGM, DV • To provide support to pupils who require additional provision for their social, emotional and mental health - needs. This is via quality first class teacher responsibility as well as the SENCO linking with the School Nurse and Social Care when required. • To provide counselling opportunities for children who are experiencing difficulties within their home/school circumstances using Kooth and referring to CAMHS where necessary. • Safeguarding is incorporated within the curriculum for PSHE (Personal, Social and Health Education), SRE (Sex and Relationships Education), and assemblies, so that children understand what abuse is and what they should do if they are experiencing it. Promotion of Childline number and NSPCC.
Outcome?	

Our School Community – Pupils

October 2016: **271** pupils on roll, from Year 7 - 9

Information has been gathered from SIMS under the following headings:

Ethnic Categories					
	No	%		No	%
Black African	3	1	Indian	9	3.2
White & Black African	1	0.4	Pakistani	46	17
Black Caribbean	5	1.8	Any other mixed	8	3

White & Black Caribbean	11	4	Any other	7	2.6
Any other Black	4	1.5	Any other White	14	5.2
Chinese	1	0.4	White Irish	1	0.4
White & Asian	1	0.4	White British	148	54.6
Any other Asian	4	1.5	Refused	0	
Info Not Obtained	8	3	Total	271	100

Religion and belief			
Christian	76	Sikh	8
Jewish	2	Refused	1
Muslim	54	Other	3
Hindu	4	No Religion	118
		Total	266

Home Language			
Albanian	1	Romany	1
Arabic	1	Polish	7
Chinese	1	Russian	1
English	215	Serbian/Croatian	1
French	1	Spanish	1
Italian	1	Urdu	16
Panjabi	12	Classification pending	10
Pashto	2	Total	271

Gender/Free School Meals			
Boys	151	Girls	120
FSM	18	FSM	17
Pupil premium	88	Pupil premium	32

SEND – Autumn Term 2016			
EHCP	1	SEN Support	14
		Total SEN	15
Areas of need:		Physical	2
Visual	2	Behaviour	8
Hearing	2	SpLD/other learning	14
Speech & Language	7	(N.B. some children have multiple needs)	

Equality Data 2016 – Summary		
Race	108 (39.9%) non-white or no information	60.1% white
Religion	77 (28.4%) other faiths	71.6% Christian or no religion
Home Language	55 (20.3%) EAL or unclassified	79.7% English
FSM	18 boys; 17 girls	12.9% overall
Pupil premium	88 boys; 32 girls	44.3% overall
SEND	10 boys; 5 girls	5.5% overall

This policy is supported within the Academy Improvement Plan but also works alongside the School Accessibility Plan