

Community Academies Trust
Birchwood Primary School Policy



Equality Information And Objectives

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Birchwood Primary School **Public Sector Equality Duty (Updated December 2023)**

Public Sector Equality Duty

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.

Birchwood 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 learners are of equal value.
2. We recognise and respect difference.
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 our children.

Equality Information

Number of pupils on roll at the school: 451

Age of pupils: 4 to 11

Characteristics of Birchwood Primary School

Birchwood Primary School is a large primary school situated in North Warwickshire on the outskirts of Tamworth. The school catchment includes one of the most deprived wards in the borough and faces considerable socio-economic challenges; the catchment is more deprived than most neighbourhoods within North Warwickshire. North Warwickshire 002C is most deprived in relation to education and skills. Only 8% of neighbourhoods in England are more deprived. Most pupils are of White British heritage with only 6% speaking English as an additional language, which has increased gradually in recent years. The percentage of children eligible for free school meals is just below National average.

In June 2026, two children were on the child protection register, no children are classed as Child In Need and four children in families are subject to Early Help, three children were in care, however four children were previously in care. These figures are constantly changing.

Pupil mobility is steady. Numbers have increased over time and school is now full and is significantly over PAN (31 children).

The percentage of children eligible for free school meals is below the national average at 12.8%, however, only 10% of neighbourhoods in England are considered more deprived. In June 2026, Pupil Premium Grant (14%), SEN register (16.8%), 18 with an Education, Health and Care Plan (EHC Plan) with one more child in the drafting process and two awaiting a decision.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Birchwood Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act. We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make good progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
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We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times
- Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that Birchwood Primary School is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in our assemblies and thoughts.

Equality Objectives

At Birchwood 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:-

Equality Objective 1:

To further develop robust systems for monitoring pupil progress in order to support and broaden opportunities for vulnerable families

Why have we chosen this objective:

Data analysis shows some inequality of attainment and progress between some groups of children. We must reduce this gap and ultimately close it. Focus on Pupil Premium and SEND children.

To achieve this objective we have to:

- Identify groups and individuals at risk of underachievement and plan intervention and support to address any gaps identified through ongoing assessment
- Support vulnerable families to access a broad range of support to include access to extra-curricular activities and memorable experiences.
- Review and evaluate provision to ensure it is effective in closing the gap

Equality Objective 2:

To raise levels of progress and attainment in Reading and Writing for boys, particularly for disadvantaged boys.

Why have we chosen this objective:

Data analysis shows some inequality of attainment and progress between boys and girls, particularly disadvantaged boys. We must reduce this gap and ultimately close it.

To achieve this objective we have to:

- Ensure the delivery of the curriculum is effective with boys receiving lessons that are planned in light of ongoing formative and summative assessment
- Track progress and attainment for boys identifying gaps and addressing these through intervention and future lessons
- Develop effective feedback strategies to ensure boys maximise progress both in lessons and over time.

Equality Objective 3:

To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement

Why have we chosen this objective:

Historically it has been difficult to engage some pockets of parents in school activities. Some groups of pupils have been reluctant to engage in additional school experiences.

To achieve this objective we have to:

- Analyse current % of engagement by parents and identified groups of pupils
- Plan and deliver a programme of activities to engage parents in wider school life
- Run curriculum workshops/ hands on events for parents to attend to see how we work in school
- Support families using PPG to engage in a range of activities including after-school clubs, trips and the residential.

