



Walthamstow School For Girls

"Neglect not the gift that is in thee"

Policy Document

Equalities Statement

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I. INTRODUCTION

Our school is committed to equality both as an employer and a service provider. This is embedded in our school ethos and aims.

We aim to help and enable all students to:

- develop their learning dispositions and their potential for learning
- develop a deep love of learning
- develop a full range of skills to meet a variety of challenges
- develop lively, enquiring minds and the ability to question and argue rationally
- be honest and understand the importance of having integrity
- appreciate human achievement and aspirations
- understand the interdependence of all
- gain self-confidence and a sense of worth
- learn how to work responsibly and with consideration for others

The fulfilment of these aims creates a well-ordered community, with high standards and a caring approach, which recognises that the purpose of school is to equip pupils with the skills they will require as balanced, mature and fulfilled individuals in our society.

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 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.

Our Equality Act Information and Objectives are outlined below:

Walthamstow School for Girls Equality Act Information and Objectives

Walthamstow School for Girls is committed to achieving the highest standards of effort, behaviour and commitment so that all students realise their full potential. As a school we inspire a love of learning and a genuine respect for all members of our multi-cultural, multi-faith community. Our commitment to a quality education for all girls acknowledges our special responsibility in the education of girls so that they can play a full part in society.

2. PROMOTING EQUALITY AND COMMUNITY COHESION AT WALTHAMSTOW SCHOOL FOR GIRLS

At Walthamstow School for Girls we have a strong commitment to fairness and equality in everything that we do.

- We endeavour to ensure that everyone is treated fairly and with respect
- We work hard to make sure that the school is a safe and secure environment for everyone
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same
- We recognise that for some students, extra support is needed to help them to achieve and be successful
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to students and parents/carers, and through our School Council
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation
- All cultures and languages are valued equally regardless of numbers
- All students and staff are invited to join the student or staff Equal Opportunities meetings
- Each member of the school is regarded as an individual and should not be stereotyped or discriminated against in line with the protected characteristics

We welcome our general duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination; to advance equality of opportunity; and to foster good relations.

We also welcome our specific duties to publish information about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities or disadvantages.

Meeting our duties to promote community cohesion, and the spiritual, moral, social and cultural development of students, also supports how we meet the needs of different groups of students and how we foster good relations.

We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:

- Students from certain ethnic and cultural backgrounds
- Students who are supported by the pupil premium
- Students who are disabled
- Students who have special educational needs

In our last Ofsted Inspection, June 2019 Ofsted graded the school as Outstanding. The following comments were made about effective work on equalities at Walthamstow School for Girls:

“Teaching, learning and assessment across the school are of a very high quality”.

“There are very strong working relationships between staff and pupils based on mutual trust and respect”.

“Pupils hunger for information from teachers to satisfy their desire for learning”.

“The behaviour of pupils is outstanding”.

“The school’s work to promote pupils’ personal development and welfare is outstanding”.

“The school’s values of Growth, Resilience, Energy, Empathy and Newness (GREEN) are lived by staff and pupils in all aspects of the school’s work”.

“Pupils feel safe and they are safe”.

“Tolerance and diversity are strengths of the school”.

“Pupils very much enjoy coming to school”.

“Pupils leave Year 11 having made outstanding progress from their starting points”.

“The school arranges a wealth of trips, visits and speakers and promotes high aspirations”.

For more information about our work on equalities at Walthamstow School for Girls please contact:

Jane Snowsill, Deputy Headteacher

Email: office@wsfg.waltham.sch.uk

3. INFORMATION ABOUT THE STUDENT POPULATION

Number of students on roll at the school: 897

Information on Students by Protected Characteristics

The Equality Act protects people from discrimination on the basis of 'Protected Characteristics'. Every person has several of the Protected Characteristics, so the Act protects everyone against unfair treatment.

The Protected Characteristics for students are disability, gender reassignment, pregnancy and maternity, race (ethnicity), religion and belief, sex (gender) and sexual orientation.

Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day to day activities.'

There are a number of students with disabilities. The types of disability include:

- Hearing impairment
- Visual impairment

Year Group	Number on Roll	% Free School Meals	% Minority Ethnic Group	% 1 st Language not English	% Special Educational Needs	Children Looked After
7	178	14	78.7	23	12.9	█*
8	178	16.3	81.5	23.6	11.8	█*
9	177	15.8	84.7	27.1	10.2	█*
10	178	16.3	84.3	25.8	19.7	█*
11	176	18.8	83.5	28.4	17	█*

* Value between 0-5 students

Looked After Students (LAS)

Regular meetings take place with carers and social workers, as well as with other agencies when necessary. All students are overseen by the Designated Teacher to track progress and to ensure that everything possible is in place to maximise learning and achievement.

Religion and Belief

	Year 7	Year 8	Year 9	Year 10	Year 11	Total	%
Buddhist	█*	█*	█*	█*	█*	9	1.01%
Christian	42	40	31	34	32	179	20.01%
Hindu	█*	6	█*	6	9	29	3.26%
Jewish	█*	█*	█*	█*	█*	█*	0.45%
Muslim	88	96	93	96	93	466	52.53%
No Religion	39	29	37	32	37	174	19.61%
Other Religion	█*	█*	█*	█*	█*	12	1.35%
Refused	█*	█*	█*	█*	█*	█*	0.22%
Sikh	█*	█*	█*	█*	█*	█*	0.11%
{None}	█*	█*	█*	█*	█*	11	1.24%

* Value between 1-5 students

Pupil Premium

The school receives additional funding for students eligible for free school meals and for looked after students. Information on the use of the Pupil Premium is available on our website.

4. OUR EQUALITY OBJECTIVES

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Equality Objective 1:

We are committed to ensure that students from disadvantaged backgrounds progress significantly above national standards for disadvantaged students.

This will be achieved by:

- Identifying the cohort
- Raising staff awareness
- Staff CPD
- Mentoring programme
- Catch up classes
- One to one tuition

Progress we are making on this objective:

We will report on progress we are making to meet this objective through data analysis presented to the Full Governing Body in December 2019.

Equality Objective 2:

We are committed to ensure that students from different ethnic group backgrounds progress significantly above national standards for students from those ethnic groups.

This will be achieved by:

- Identifying groups
- Monitoring progress
- Staff CPD
- Extra support
- Extra revision and catch-up sessions

Progress we are making on this objective:

We will report on progress we are making to meet this objective through data analysis presented to the Full Governing Body meeting in December 2019.

Consultation and Engagement

We will engage and consult with students, staff, parents and carers, and the local community, so we can continually develop our awareness of equality issues, learn about the impact of our policies.