



## Equality Information and Equality Objectives for Education Plus NE Ltd

### Equality Act 2010 provision as part of the Public Sector Equality Duty

**Date: 05/02/2024**

We in Education Plus NE Ltd are committed to equality. We aim for every pupil to fulfil their potential no matter what their background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in break and lunchtimes, in pastoral support and also in activities and trips.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics are:

- Disability
- Gender Reassignment (Gender Identity)
- Pregnancy and Maternity
- Race (Ethnicity)
- Religion or Belief
- Sex
- Sexual Orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

We welcome the opportunity to fulfil the specific duties of the Act by:

- ✓ formulating and sensitively making available our equality information to the local authority and schools (considerate of GDPR)
- ✓ formulating and publishing our equality objectives

#### **Equality Information (Last updated 05/02/24):**

This Equality Information is a summary pupil profile of the setting. The information for pupils is collected via referring schools using data collection sheets completed by parents/carers.

We maintain confidentiality and work to data protection principles. We publish information in a way so that **no pupil** can be identified.

Our setting employs less than 150 staff members and therefore is not required to publish staff data. Education Plus uses any data collected about its staff demographic in order to inform policies, decisions and the objectives detailed in this document.

#### **Pupil Equality Profile:**

Age	We have pupils aged from 11 to 16 years old in our setting.
Disability - A person is disabled under the Equality Act 2010 definition if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	2 pupils have a recorded a disability. We ensure reasonable adjustments are made where appropriate.
EAL (English as an Additional Language)	0% EAL
Gender Reassignment (Gender Identity)	We are an inclusive community and support any pupil exploring their gender identity.
Pregnancy and Maternity	We comply with our equality duty and have planned to deliver education on site if required or

	offer a place at the Young Parent Group coordinated within the SEND & Inclusion Service.
Pupil Premium <i>(Although this isn't a protected characteristic under the Equality Act, our setting feel it is an important aspect of our profile)</i>	86% pupils eligible for Pupil Premium
Race (Ethnicity)	Our pupil profile comprises of white British, and mixed race 84% White British 14% Not Stated 2% Mixed Race
Religion and Belief	Our pupil profile comprises: Christian, Church of England, Roman Catholic 19% Christian 26% None 54% not recorded 1 x Muslim 1 x Catholic
SEND <i>(Although this isn't fully a protected characteristic under the Equality Act, our setting feel it is an important aspect of our profile)</i>	34% pupils identified by school with a Special Educational Need 34% SEND Support Plan 3% Education Health and Care Plan (EHCP) 1 pupil has EHCP initiated.
Sex (Gender)	100% of pupils gave information 34% female 66% male
Sexual Orientation	Our community is inclusive of all pupils regardless of their sexual orientation.

**We will update our equality information at least annually and publish on the website. This information is used to help inform our equality objectives.**

### **Equality Objectives 2024-2025**

Our equality objectives are:

1. To utilise an Equalities calendar to plan for curriculum and event opportunities linked to all nine of the different protected characteristics across the year.
2. To audit the RSE curriculum to ensure it fully meets the needs of all students regardless of gender identity and sexual orientation and to ensure the curriculum develops acceptance and understanding of gender identity and sexual orientation amongst students.

**We will update our equality objectives every four years and publish them on our website.**

**We will review progress on these objectives annually and this paperwork will be held internally.**

**Signed:**                      K Wake

**Director:** Kevin Wake

**Date:** 05/02/24