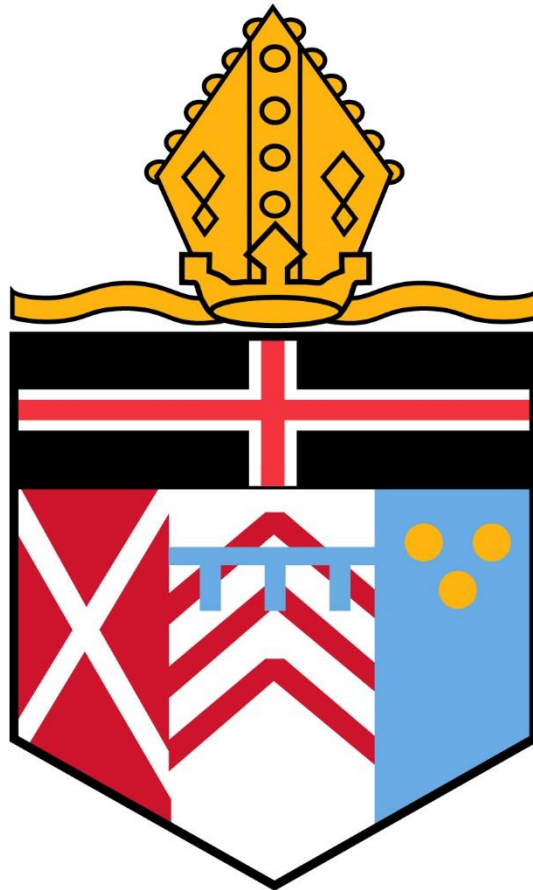


Blue Coat C.E. (Aided) Junior School



Equalities Information and Objectives

Adopted: November 2019

Reviewed: September 2025

To review: September 2026

DURHAM BLUE COAT C.E (AIDED) JUNIOR SCHOOL

Equality Policy 2025 - 2026

Equality Act 2010

Blue Coat CE Junior Schools' provision of the public sector equality duty

We in Blue Coat CE Junior School are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support, in before and after school activities and school trips and residential.

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 for the schools provisions 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 school's provisions for pupils.

We will have **due regard** to advancing equality of opportunity includes 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 characteristics 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 be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information (Last updated September 2025):

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

Staff Equality Profile:

Age	Figures change – we comply with our equality duty.
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.	We ensure reasonable adjustments are made where appropriate
Gender Reassignment (Gender Identity)	We are an inclusive school community and support any staff member who is exploring their gender identity.
Marriage & Civil Partnerships	Figures change – we comply with our equality duty
Pregnancy and Maternity	Figures change - We comply with our equality duty.
Race (Ethnicity)	Our staff profile comprises: White British and Any Other White

Religion and Belief	Our Staff profile comprises: Christian, Church of England, Roman Catholic, Methodist and Agnostic.
Sex (Gender)	22 Female 3 Male
Sexual Orientation	Our school community is inclusive of all staff regardless of their sexual orientation.

Pupils Equality Profile:

Age	We have pupils aged from 7 to 11 years old in our school.
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.	We ensure reasonable adjustments are made where appropriate.
EAL (English as an Additional Language)	17.9% EAL The languages spoken within our pupil profile are: English, Romanian, French, Tamil, Russian, Malayalam, Arabic, Igbo, Chinese, Swahili, Urdu, Spanish, Indonesian, Tulu, Hungarian, Portuguese and Kazakh.
Gender Reassignment (Gender Identity)	We are an inclusive school 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 school feel it is an important aspect of our school profile)</i>	16.5% pupils eligible for Pupil Premium
Race (Ethnicity)	99.08% pupils gave information. 77.06% White British remainder include Other White, Chinese, Pakistani, White and Asian, Other Asian, Black African, , Indian, Black Caribbean, and White and Black African.
Religion and Belief	Our pupil profile comprises: Christian, Hindu, Muslim, Other religion and No religion.
SEND	6.9% pupils identified by school with a Special Educational Need <i>86.7% of these have a SEND Support Plan</i> <i>13.3% of these have an Education Health and Care Plan (EHCP)</i>

Sex (Gender)	100% pupils gave information 49.5% female 50.5% male
Sexual Orientation	Our school community is inclusive of all pupils regardless of their sexual orientation.

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

Equality Objectives 2025-2029

Our equality objectives are:

1. To complete a Risk Assessment regarding Sexual Harassment for adults in the work place.
2. To provide training for staff so that an awareness of Sexual Harassment is heightened and staff are aware of the reporting process.
3. To increase pupil awareness and understanding of other religions and cultures.
4. To increase pupils' awareness of different family and relationships structures and their understanding of these.

We will update our equality objectives every four years and will publish progress on them annually in our equality information.