



“Happy Together, Growing Together, Aiming High.

Every day, a learning adventure.”

Denmead Infant School

Equalities Information

Appendix A

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act.
- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- school council and other pupil leadership groups
- parent questionnaires, feedback following school events
- staff surveys and well-being meetings,
- contact with local community (pre-school settings, child minders, Wrap around care providers, local church)
- contact with health professionals (speech therapist, school nursing service)

Year 2 leavers- pupil-related data

Information	Evidence and commentary
Characteristics of year 2 cohort 2023-2024	Total in cohort= 74 Boy/Girl = 38/36 (51%/49%) SEN = 8/11% Boy/Girl = 6/2 (75%/25%) Eligible for pupil premium = 17/23% of these 9B/8G (53%/47%)

End of year 2 data

	EXS +			GDS		
	Reading	Writing	Maths	Reading	Writing	Maths
All	85.5%	74.3%	82.5%	28.4%	13.5%	20.3%
Girls	94.4%	75%	86.1%	33.3%	19.4%	19.4%
Boys	78%	73.7%	79%	23.7%	7.9%	21.1%
Eligible for PPG	76.4%	64.7%	70.6%	23.5%	17.6%	5.9%
SEND	25%	0	12.5%	0	0	0

Whole school pupil related data

	5 th Sept 2022- 30 th June 2023	1 st Sept – 30 th June 2024
whole school attendance	95.2%	95.5%
whole school authorised	3.8%	3.4%
whole school unauthorised	1.0%	1.0%
Girls		
attendance	95.2%	95.1%
authorised	3.7%	3.6%
unauthorised	1.1%	1.3%
Boys		
attendance	95.1%	96.0%
authorised	3.9%	3.3%
unauthorised	1.0%	0.8%
FSM/Ever 6		
attendance	93.3%	92.9%
authorised	5.3%	5.5%
unauthorised	1.4%	1.6%
SEN		
attendance	93.2%	93.2%
authorised	5.4%	5.7%
unauthorised	1.4%	1.2%
Total number of pupils in school	237	223

Information	Evidence and commentary
Participation in pupil leadership groups – by group 2022-2023	Of those children who have a leadership responsibility: 52% boys/48% girls v. school population 50%/50% 24% eligible for pupil premium v. 19% of school population 10% SEND v. 11% of school population 21% EAL v. 5% of school population

Staff data

As the school has fewer than 150 staff, the governors are not obliged to publish any staff data. In choosing data to publish, we will ensure that we do not share any information that could lead to the identification of a staff member.

Information	Evidence and commentary
Gender of workforce as at July 2024	98% of our workforce are female.
Applications by gender Sept2023-July 2024	During the academic year 2023-2024 we appointed two teachers and a head teacher to start in September 2024. We also advertised for a teacher to cover a maternity leave post which started in April 2024 Of the 25 applicants for these posts 84% were female and 16% were male

Other information

Information	Evidence and commentary
Governor representation as at July 2024	Of the 12 governors in post in June 2024, 2 were male making the percentage of female/male governors 83%/17%
Volunteers as at July 2024	All of the volunteers who helped in school regularly are female

The school has published various policies on the school's website www.denmeadinfantsschool.co.uk. These policies evidence the school's commitment to the principles outlined in this policy and the public sector equality duty.

Date of publication of this appendix: July 2024

Date for review and re-publication: September 2025

NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality information on an annual basis.

Equality Objectives

Appendix B

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

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- contact with local community (pre-school settings, child minders, Wrap around care providers, local church)
- contact with health professionals (speech therapist, school nursing service)

Having referred to and analysed our equality information, we have set ourselves the following objective(s):

Objective 1: To narrow the gap in attainment between boys and girls in reading and writing

Objective 2: To narrow the gap in attainment between girls and boys in maths

Date of publication: October 2021

Date for review and re-publication: September 2025

NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality objectives at intervals of no more than four years but schools should publish detail on progress towards these objectives on an annual basis and publish this detail on the school's internet site.

Governance

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