



Equality and Diversity Information and Objectives

The Equality Act 2010 introduced the Public Sector Equality Duty. This Duty offers protection to nine 'protected characteristics' including age, race, sex, disability, gender reassignment, pregnancy and maternity, religion or belief, sexual orientation and marriage and civil partnership. All public authorities must have "due regard" for these characteristics in order to:

- Eliminate unlawful discrimination, harassment, victimization and any other conduct prohibited by the Act.
- 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.

From 6th April 2012 all public bodies must be transparent about how they are responding to the Equality Duty by publishing relevant information showing compliance and to set equality objectives. The duty requires all schools publish:

- Information relating to persons who share relevant protected characteristics, who are employees and others affected by their policies and practices. Within the school setting these are relating to our staff and pupils.
- Equality objectives at least every 4 years.

An equality and diversity policy is in place in the school. The equality objectives within this policy set out to:

- Ensure that all members of the school community feel happy, safe and secure
- Ensure that equality of access exists for everyone
- Promote equality of opportunity regardless of the nine protected characteristics of age, disability, gender, race, religion and belief, sexuality, gender reassignment, civil partnership and marriage, and pregnancy and maternity
- Actively develop the self-esteem and self-respect of all members of the school community
- Ensure that educational provision is relevant to our increasingly diverse society

- Ensure that the curriculum actively promotes equality of opportunity
- Actively challenge all forms of bullying, harassment, prejudice and stereotyping
- Actively engage the support and commitment of the whole school community in achieving the above aims

The Equal Pay Act 1970 is an Act of the United Kingdom Parliament which prohibits any less favourable treatment between men and women in terms of pay and conditions of employment. Barnes Infant Academy complies fully with this act.

Information relating to staff currently employed at Barnes Infant Academy (November 2021)

Staff – number of staff currently employed 44

Gender – 9% of the staff are male, 91% are female

Age

25 and under	26-35	36-45	46-55	56-65
4%	34%	28%	23%	11%

Ethnicity - 98% of staff are White British. 2% are Bangladeshi. 2 ethnic groups are represented in our academy.

Information relating to children currently on roll at Barnes Infant Academy (October 2021 Census)

- The academy has 319 children on roll
- 55% of the school population are boys and 45% are girls
- 15% of children receive free school meals (FSM)
- 13% of the children in school have special educational needs (SEN)
- 16% of the children have English as an additional language (EAL)
- 83% of the school population are White British. The largest ethnic minority group is Bengali at 9%. Eleven other ethnic groups are represented in our school.

All children within Barnes Infant Academy have access to the same broad and balanced curriculum set out in the Statutory Frameworks.