

Equalities

Our Equality Commitments and the Public Sector Equality Duty

In our school and across PACE Academy Trust we celebrate diversity and promote equality. We recognise that we are all different and the contributions of all our adults and children are seen, heard and valued. We enjoy our differences and take time to understand our varied experiences. We encourage one another to challenge our assumptions.

We aim to promote pupils' spiritual, moral, social and cultural development. We will tackle the barriers which could lead to unequal outcomes and ensure equality of access for all stakeholders. We will treat people fairly and consistently. We will treat any allegations of discrimination seriously.

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity

We have our full statement of commitment to how we celebrate diversity and promote equality on our website.

Keston Primary school is a two-form entry school with nursery provision in Old Coulsdon, Surrey.

- 16% of pupils are eligible for pupil premium funding. This is lower than the national average (24%) but a priority for our school as we are determined to narrow the gap. It has remained steady for the past few years.
- 6.2% of pupils are identified as having English as an Additional Language, which is much lower than the national average of 21%. There are 16 additional languages spoken throughout the school. Of these 16 languages, the majority language spoken is Portuguese; some of the other languages spoken are Polish, Romanian, Urdu and Greek.
- Our cohort of pupils represents 16 of the 18 ethnic groups, with 62% of pupils from a White British background and our next largest group being any other mixed background, at 6.2%. The remaining ethnic groups are represented by very small numbers of pupils across the school, highlighting the importance of creating an inclusive, welcoming environment for all.
- Our catchment area includes one LSOA which is in the second decile (ie the 10 to 20%) most deprived in England.

At Keston, we have high aspirations and ambitions for our children and we believe that no child should be left behind. We strongly believe that it is not about your starting points but your passion and thirst for knowledge and your dedication and commitment to learning that make the difference between success and failure. We are determined to ensure that our children are given every chance to realise their full potential.

The profile of Equality and Diversity at Keston is something that is really important to us as a school. We have worked hard to ensure that our curriculum and school environment embody the diverse world that we live in. The children at Keston feel heard and represented within our school and have played a big part in shaping the diverse learning environment that we have today.

At Keston, our priority is for the children to learn about the diverse world that we live in and for them to also feel like they each have an equal voice in shaping what we do as a school so their opinion and feedback is so important to us. School Council members from Year 1 through to Year 6 have looked at our displays, books and communal areas to feedback their thoughts on Equality and Diversity.

Our extensive libraries and book corners have a range of authors, cultures, family structures, genders and religions. Children have the opportunity to learn about people who are like them, and those who are not. When studying topics in the wider part of the curriculum, we ensure that all pupils are exposed to a range of influential people and historical events both from the past and present day. It is essential that children’s learning is not limited to what they already know – we help them develop themselves into open-minded, accepting and cultured individuals who appreciate one another for their uniqueness.

Our Targets for 2024/2025

As a school we have agreed that our equality targets for this year are:

Equality Objective 1 – Linked to promotion of Equality, Diversity and Inclusion	
Objective:	To ensure the school actively promotes and prioritises raising awareness, appreciation and celebration of diversity including gender, sexuality, race and religion.
Why we have chosen this objective:	From an analysis of our school profile alongside the demographics of our local area we know that our school community is not fully representative of life in Modern Britain. We want our community to embrace the uniqueness of the human race more readily and to have the opportunity to explore a range of issues linked to the protected characteristics as part of their education provision.
Equality Objective 2: Linked to Pupil Attendance/Pupil Premium	
Objective:	To explore and understand the reasons for the disproportionately higher absentee levels of PP pupils and begin to improve attendance rates of these pupils.
Why we have chosen this objective:	Our school’s attendance figures show that PP pupils on roll have higher absentee levels than that of their peers.
Equality Objective 3: Linked to Equality and Diversity	
Objective:	To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
Why we have chosen this objective:	We believe that it is imperative to staff and children’s development to understand what equality is so that everyone is treated fairly and equally.
Equality Objective 4: Linked to Pupil Premium/Achievement	
Objective:	To move beyond beliefs about ‘fixed’ ability and to model teaching and learning behaviours that avoid labelling.
Why we have chosen this objective:	We want to ensure staff believe that there are “no limits” to what our children can achieve and that “no excuses” are made for underperformance. We want staff and children to be aware of differences between people and to celebrate diversity