

Dorchester Learning Centre
Equality information: For publishing
Information to be reviewed Spring term 2023

Part 1: Information about the pupil population

Number of pupils on roll at the school: **registered for 68**

Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all pupils are protected from discrimination, the school collects information on some protected characteristics of their pupils these include:

Disability*
Ethnicity and Race
Gender
Religion and Belief

* The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

Sensitive information on some pupils with protected characteristics

It is not appropriate for us to collect information from pupils in relation to some protected characteristics, gender identity and sexual orientation.

However, as a school we are aware that there may be a number of equality issues for gay, lesbian and bisexual pupils, as well as those who are undergoing or who have undergone a reassignment of their gender.

Maternity and pregnancy is also a protected characteristic.

Where there are students who are pregnant or have young children, we will offer support to enable equality of opportunity.

Information on other groups of pupils

Ofsted inspections of schools will look at how schools help "all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support".

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

Pupils on free school meals
Pupils with Special Educational Needs (SEN)
Pupils with English as an additional language

Pupils with a Traveller heritage
Young carers
Looked after children
Other vulnerable groups

Publishing information

Our school is applying proportionality to the Equality Act¹ and in view of the small number of pupils on roll we provide here a short evidenced account of our equality priorities and work.

Part 2: How we have due regard for equality

The information provided here aims to show that we give careful consideration to equality issues in everything that we do in the school. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for the equality of all our staff, children and parents and to meet our duties under the Equality Act 2010

Eliminate unlawful discrimination by:

- We have adopted a single equality policy
- Our anti bullying policy ensures all children feel safe at school and addresses prejudice related bullying
- We report, respond to and monitor racist incidents

Advance equality of opportunity by:

- We use the information we gather to identify underachieving groups or individuals and plan targeted interventions
- We use formal and informal methods of consultation to ensure that all pupils and their parents/carers participate in school development

Foster good relations and community cohesion by:

- We have student voice and students are fully immersed in the school development.
- We ensuring that Equality and diversity is embedded in the curriculum
- Our school links with the Dorchester Area School Partnership
- We work closely with Virtual School for Looked After Children

¹ Equality information and the equality duty: A guide for public authorities, EHRC
DLC December 2022

What has been the impact of our activities? What do we plan to do next?

Vulnerable groups:

- Data validates that PP students attendance is higher than non PP students (2019/20)
- 100% of Key Stage 4 LAC students will achieve at least 5 qualifications. (2019/20)
- Use of PP funding to increase wellbeing and resilience for all students especially those with SEMH needs.

Part 3: Consultation and engagement

We aim to engage with and consult with pupils, staff, parents and carers, the local community so we can improve our information, learn about the impact of our policies, develop our equality objectives and improve what we do.

Our main activities for consulting and engaging are:

- We formally consult with parents on a variety of issues (including any bullying and harassment) on an annual basis
- Informal consultation with parents takes place very regularly. Our level of contact will be greater if there are difficulties which need to be addressed
- Each pupil has a tutor. The tutor meets daily with the pupil to look at targets for achievement and behaviour and to address any difficulties the pupil may be experiencing

Part 4: Record of how we have considered equality issues when making decisions

The Equality Act 2010 requires us to show due regard to equality issues when we make significant decisions or changes in our policies. This means we need consider what the impact of those decisions or policies will be on pupils and staff with protected characteristics before a decision is made or a policy is finalised.

Date	Policy or decision	Equality issues we considered	Action taken or changes made
Sept 2019-present	Policy	To seek to reduce bullying and name calling and the use of language targeting any protected characteristics through a new policy	Greater staff awareness of the requirement to log all instances and new policy.
Sept 2019-Present	Decision	To educate pupils in the detrimental effect of using racist language within the primary school.	Raised awareness amongst staff and students through timetabled PHSE lessons.

Part 5: Our equality objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality objective

We will seek to reduce bullying and name calling and the use of language targeting any protected characteristic

Progress we are making on this objective:

Bullying is rare

Records show that there are few incidents of bullying and where they occur this is short-lived and limited to name calling. The children tell us that are not fearful of any bullying. There are a range of adults within the Learning Centre who children feel very confident in approaching for support knowing their views will be listened to with concern and respect. A new bullying policy and procedure has been produced.

Pupils, parents and carers tell us that behaviour is good and the children are safe

Regular surveys and discussions are used to monitor views. The overwhelming majority of parents and children consistently tell us that the children like Learning Centre and feel secure in a caring environment.

Evidence base

- School improvement plan
- Attendance records
- Behaviour records
- Incident forms
- Observations in lessons and shared areas
- Discussions with pupils and parents
- Surveys of pupils and parents

For more information please contact:

Emma Gould (Member of teaching staff with responsibility for equality issues)

Tel: 01305 261213

Email: e.gould@dlc.dorset.sch.uk