



## **Equalities Objectives**

At Cirencester Deer Park School, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs, sexual orientations, age or any other recognised area of discrimination. The philosophy of our school talks of valuing the individuality of all our pupils.

We are committed to giving all our pupils every opportunity to achieve the highest of standards. We aim to ensure that the school promotes the individuality of all our pupils, irrespective of ethnicity, attainment, age, disability, gender or background.

We are committed to ensuring that positive action is taken where necessary to redress any inequality that may exist. We aim to reflect the diversity of our local community and society and ensure that the education we offer fosters positive attitudes to all people.

This statement should be read in conjunction with the Single Equalities Policy.

Under the Public Sector Equality Duty Cirencester Deer Park gives “due regard” to the need to

- **Foster Good Relations**

At Cirencester Deer Park School we respect and value all children and are committed to fostering good relations by providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere.

- **Advance Equality of Opportunity**

We believe every pupil should be able to participate in all academy activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services, at Cirencester Deer Park School.

The **Single Equalities Policy** outlines the commitment of the staff and Governors of Cirencester Deer Park School and ensures that equality of opportunity is available to all members of the school community.

For our school this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for individuals and different groups of pupils in school.

- **Eliminate unlawful discrimination, harassment and victimisation**

We recognise our responsibility to safeguard all who access the school and promote the welfare of all our staff and pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

We set ourselves challenging equalities targets on an annual basis, including targets relating to the attendance and performance of disadvantaged groups though our whole school strategic plan.

The tables below give an overview of the diversity of the school population at Cirencester Deer Park School.

### **Basic characteristics by year group 2016**

This table includes all pupils listed in the School Census, and therefore values presented below may differ from other figures.

<b>NC Year Group</b>	<b>Number on Roll</b>	<b>% Boy/Girl</b>	<b>% Free School Meals*</b>	<b>% Minority Ethnic Group</b>	<b>% 1st language not English</b>	<b>% Special Education Needs</b>	<b>Children Looked After</b>
7	179	39.1 / 60.9	20.1	8.9	2.2	18.4	-
8	208	54.3 / 45.7	22.6	7.7	1.0	12.5	-
9	181	48.1 / 51.9	19.9	9.4	2.8	20.4	-
10	210	45.2 / 54.8	20.5	5.2	0.5	15.2	-
11	187	48.7 / 51.3	19.3	7.0	2.1	12.3	1

## Ethnic groups and English as a first language trend

These data are derived from the categories recorded for your pupils at your school from the School Census. Figures are provided for children of statutory school age or older, since it is not compulsory to record characteristics for pre-school children, figures may not add up to 100% due to rounding.

Ethnic group	School %			National %
	2014	2015	2016	2016
<b>White</b>				
British	93.5	93.0	92.3	69.3
Irish	0.3	0.3	0.2	0.3
Traveller of Irish heritage	0.0	0.0	0.0	0.1
Romany or Gypsy	0.0	0.0	0.0	0.3
any other White background	1.9	2.4	2.6	5.6
<b>Mixed</b>				
White & Black Caribbean	0.8	0.9	0.7	1.5
White & Black African	0.5	0.7	0.7	0.7
White & Asian	0.5	0.6	0.8	1.2
any other mixed background	1.2	1.0	0.9	1.9
<b>Asian or Asian British</b>				
Indian	0.2	0.2	0.5	2.8
Pakistani	0.0	0.0	0.0	4.2
Bangladeshi	0.1	0.1	0.0	1.7
any other Asian background	0.1	0.2	0.4	1.7
<b>Black or Black British</b>				
Caribbean	0.0	0.0	0.0	1.2
African	0.2	0.1	0.3	3.7
any other Black background	0.0	0.0	0.0	0.7
<b>Chinese</b>	0.2	0.2	0.2	0.4
<b>Any other ethnic group</b>	0.2	0.1	0.1	1.7
<b>Parent/pupil preferred not to say</b>	0.1	0.1	0.1	0.5
<b>Ethnicity not known</b>	0.0	0.0	0.0	0.5
<b>First language</b>				
English	98.3	98.5	98.3	81.8
Other	1.7	1.5	1.7	18.0
Unclassified	0.0	0.0	0.0	0.2