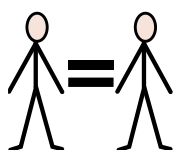


Equality at Wren Spinney School 2021-23

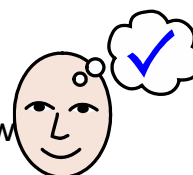


What is the Equality Act 2010?

A law that protects people from discrimination.
It replaces all previous laws including the Disability Discrimination Act, Race Relations Act and many others

Why change?

Having one law on Equality helps people to **better Understand** theirs' and other people's rights, and how they should expect to be treated.



What is Equality?



It doesn't mean treating everyone the same; it Means treating people **fairly**, with **respect**, Having regard for their **rights and wishes**. Sometimes this means giving people **extra help** So they have the same chance

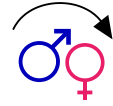
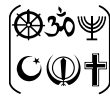


Our Vision:

At Wren Spinney School our vision is "Educating for the future: Step by Step"

Our Mission:

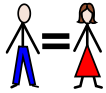
To provide a high-quality provision that meets the individual needs of the students.
Building relationships which enable the learning of skills for life



Protected Characteristics

The Equality Act protects the same groups of people that were covered by previous legislation, but these groups are now referred to as 'protected characteristics'

The following is a list of the protected characteristics covered by schools:



Disability

Gender Reassignment



Pregnancy and Maternity

Race

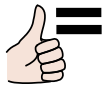
Religion or Belief

Sex

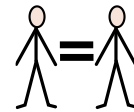
Sexual orientation



What will we do?



Ensure everyone is treated
Fairly
'Equality of Opportunity'

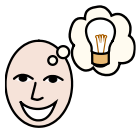


Give everyone
'Equality of Opportunity'



Help everyone to communicate openly and clearly,
Without prejudice

What can you do?

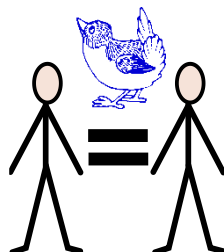


Inform the school if there is anything we can do
Help to identify barriers
Help the school to meet its aims



If you have an issue or concern

Please speak to us first, if you are still unhappy you must follow the schools complaints process in the first instance – contact the school for further information (01327 703135)



Equality at Wren Spinney School

The law requires us to:

- Publish equality information – to demonstrate compliance with the general duty across its functions*

Religion

Christian	42%
Muslim	2%
Other Religion	4%
No Religion	11%
Refused	0
Information not given	39%

Ethnicity

Any Other Asian Background	1%
Any Other Black Background	3%
Any Other Mixed Background	1%
Any Other White Background	11%
Bangladeshi	1%
Black - Somali	3%
Black Caribbean	3%
Information Not Yet Obtained	5%
Other Black African	1%
Pakistani	1%
Refused	3%
White - British	63%
White - English	2%
White - Irish	1 %
White and Black African	1%

SEN Status

Total EHCPs	100%
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Gender

Girls	36%
Boys	64%

Special Education Needs

Profound & Multiple Learning Needs	30%
Severe Learning Needs	65%
Moderate Learning Needs	5%

These numbers do not equal total number of pupils as pupils have a multiplicity of additional needs

Additional Needs

Autistic Spectrum Disorder	49%
Speech, Language and Communication Needs	16%
Atypical autism	9%
Social, Emotional and Mental Health	5%
Vision Impairment	5%
Specific Learning Difficulty	4%
Attention Deficit (Hyperactivity) Disorder	3%
Other Difficulty/Disability	3%
Physical Disability	3%
Global developmental delay	3%
Aspergers syndrome	1%

Hearing Impairment	1%
Down's syndrome	1%

The school does not collect information regarding gender reassignment or sexual identity.

Analysis of data

As part of the school cycle of monitoring of performance there is detailed analysis of the data of individual and groups of individual. This information is available on the school website, or if you would like to discuss this information further please contact the school to make an appointment with the head of school.

As part of the school's monitoring cycle, and for Equality Duty we monitor:

Attendance	Progression
Behaviour	Targets
Exclusions	Prejudice related incidents

Data suggests that **no groups** of pupils are disadvantaged at Wren Spinney School.

2021-23 Equality Duty Objectives

Under the Equality Act we are expected to set objectives every 2 years, based on the information we have gathered

Areas that Public Sector Equality Duty should help to address:

- Attainment
- Attendance
- Participation in full range of school activities
- Smooth transition into adulthood