



Equality Statement

Pupil Equality Report

King's Court First School is committed to upholding the rights of all members of our school community. The Equality Act 2010 requires all schools to publish pupil equality information in an accessible and clear format.

King's Court First School Equality Objectives

1. PERSONNEL: To maintain high and fair equality standards in the recruitment, deployment and development of staff.

Performance Criteria

- i) For all recruitment and staff development activities to be carried out with full due regard to the appropriate policies regarding equality of opportunity and safer recruitment.
- ii) For staff to be consulted annually to ensure that performance management processes enable and facilitate staff development, meeting the needs of staff as well as those of the school.

2. PREMISES: Through the school's current and on-going Accessibility Plan, to ensure that physical access to the premises for current and anticipated future pupils, parents and staff is maximised.

Performance Criteria

- i) As set out in the school's Accessibility Plan
- ii) As detailed in risk assessments and / or individual education plans for individual pupils / parents / staff members.

3. CURRICULUM:

- a) Through the school's aims and values, and its ethos, to promote amongst pupils the equal value of all human beings, regardless of their backgrounds or circumstances.**
- b) To ensure that achievement is maximised for all groups within the school, narrowing any potential gaps between groups.**

Performance Criteria

- a) As set out in the school's accessibility plan, and in key policy documents, notably behaviour for learning and anti-bullying.
- B) As set out in the annual School Development Plan.

4. FINANCE: To ensure that all pupils in the school have fair entitlement to, and benefit from, the resources of the school, commensurate with their needs.

Performance Criteria:

- i) Financial statements and financial benchmarking evidence to indicate that no groups have been overlooked or discounted in the allocation of school resources;
- ii) The SEND budget, and other funding streams for potentially more vulnerable pupils (such as the Pupil Premium) to be monitored annually to ensure value for money.