

**Equality Information and Equality Objectives  
for Consett Infant and Beechdale Federation**

**Equality Act 2010**

**Consett Infant and Beechdale Federations' provision of the public sector equality duty**

**Date: September 2025**

We in Consett Infant and Beechdale Federation are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the schools provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

**Equality Information:**

We maintain confidentiality and work to data protection principles. We publish information in a way so that **no pupil or staff member** can be identified.

**Staff (45 Staff Members)**

Age	Figures change – we comply with our equality duty. September 2025 = 24 – 64 years
Disability	0% of staff from above recorded a disability. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any staff member towards gender reassignment.
Marriage & civil partnerships	Figures change – we comply with our equality duty. 77% as of Sept 2025
Pregnancy and maternity	Figures change – we comply with our equality duty.
'Race' / ethnicity	Our staff profile comprises: White British
Religion and Belief / no belief	Our staff profile comprises: Christian, Church of England, Roman Catholic, Methodist, Agnostic.
Sex – male/female	95 % female 5 % male
Sexual orientation	We support all staff members regardless of sexual orientation

**Pupils: Consett Infant school**

Pupil Age	We have pupils aged from 3 to 7 years old in our school.
Disability	100% pupil gave information.  No pupils have a disability.  We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any pupil towards gender reassignment.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.
'Race' / ethnicity	100% pupil gave information  94.77% are White - British
EAL (English as an Additional Language)	1.30% EAL  The languages spoken within our pupil profile are:  English, Vietnamese, Turkish, Hindu
Religion and Belief / no belief	100% pupil gave information.  Our pupil profile comprises: Christian, Hindu, Muslim
SEND	15.69% pupils identified with a Special Educational Need.
Sex – male/female	45.75 % Female  54.25 % Male
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	12.42 % pupils eligible for Pupil Premium  20.9 % pupils eligible for FSM

**Pupils: Beechdale Nursery school**

Age	Our Pupils are aged from 3 to 4 years old in our school.
Disability	Our numbers are so small it would not be appropriate to publish this information. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any pupil towards gender reassignment.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.
'Race' / ethnicity	92 % are White - British
Language	4.84 % EAL The languages spoken within our pupil profile are: English, Arabic, Vietnamese and Polish
Religion/belief.	95 % pupil gave information. Our pupil profile comprises: Christian, Muslim, Roman Catholic. 63% No religion.
SEND	9.68 % pupils identified with a Special Educational Need.
Sex – male/female	45.16 % Female 54.84 % Male

**We will update our equality information at least annually and publish on the school website.  
Latest Update Sept 2025**

**Equality Objectives 2025 – 2028**

Our equality objectives are:

**Objective 1: Enhance accessibility and participation in the curriculum for pupils with SEND**

To ensure that all pupils with Special Educational Needs and Disabilities can fully access and participate in the school's curriculum, including both lessons and enrichment activities.

**Objective 2: Promote an inclusive and supportive school culture that celebrates diversity**

To foster an environment where all members of the school community feel valued, respected, and empowered to be their authentic selves, irrespective of their protected characteristics.

**Objective 3: Improve attendance and reduce persistent absence for disadvantaged pupils**

To implement targeted strategies that address the barriers to regular school attendance faced by disadvantaged pupils, ensuring they can fully access their education.

**We will update our equality objectives every four years and publish them on our school website.**

**We will review progress on these objectives annually and this paperwork will be held within school.**

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

*'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'*

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage is often more appropriate

**Headteacher: Mrs Julia Graham**

**Chair of Governors: Mr Neil Jukes**

**Date: September 2025**