



Equality Information and Equality Objectives for WORLD ALTERNATIVE EDUCATION

Equality Act 2010 provision as part of the Public Sector Equality Duty

September 2024

Headquarters: Moor House Adventure Centre; Rainton Gate, West Rainton, Houghton le Spring, Tyne & Wear. DH4 6QY.

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We in World Alternative Education are committed to equality. We aim for every pupil to fulfil their potential no matter what their background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in break and lunchtimes, in pastoral support and also in activities and trips.

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 are:

- Disability
- Gender Reassignment (Gender Identity)
- Pregnancy and Maternity
- Race (Ethnicity)
- 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 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 fulfil the specific duties of the Act by:

- ✓ formulating and sensitively making available our equality information to the local authority and schools (considerate of GDPR)
- ✓ formulating and publishing our equality objectives

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Equality Information (Last updated 31/03/2022):

This Equality Information is a summary pupil profile of the setting. The information for pupils is collected via data collection sheets completed by parents/carers from the host school.

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

Pupil Equality Profile:

Age	We have pupils aged from 11 to 16 years old in our setting.
Disability - A person is disabled under the Equality Act 2010 definition if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	90% pupils gave information. 5% of pupils recorded a disability. We ensure reasonable adjustments are made where appropriate.
EAL (English as an Additional Language)	0% EAL The languages spoken within our pupil profile are: English.
Gender Reassignment (Gender Identity)	We are an inclusive community and support any pupil exploring their gender identity.
Pregnancy and Maternity	We comply with our equality duty and have planned to deliver education on site if required or offer a place at the Young Parent Group coordinated within the SEND & Inclusion Service.
Pupil Premium <i>(Although this isn't a protected characteristic under the Equality Act, our setting feel it is an important aspect of our profile)</i>	75% pupils eligible for Pupil Premium
Race (Ethnicity)	90% pupils gave information Our pupil profile comprises: White British and Dual Heritage.
Religion and Belief	90% pupils gave information Our pupil profile comprises: Christian, Church of England, Roman Catholic, and No religion.

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SEND <i>(Although this isn't fully a protected characteristic under the Equality Act, our setting feel it is an important aspect of our profile)</i>	20% pupils identified by school with a Special Educational Need 5% SEND Support Plan 20% Education Health and Care Plan (EHCP)
Sex (Gender)	100% pupils gave information 0% female 100% male
Sexual Orientation	Our community is inclusive of all pupils regardless of their sexual orientation.

We will update our equality information at least annually and make it available to the local authority and to schools. This information is used to help inform our equality objectives.



Equality Objectives 2022 – 2026

Our equality objectives are:

1. To improve staff confidence in identifying, recording and reporting prejudice related incidents, and the action staff should take subsequently.
2. To reduce the number of prejudice related incidents recorded across the setting through staff education and awareness and also student education and awareness.
3. To develop a PSHE curriculum programme which will promote understanding, awareness and tolerance of different religious beliefs.

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

We will review progress on these objectives annually and this paperwork will be held internally.

This policy will be reviewed in September 2025

Signed by:

Martin Coy (General Manager)

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