

Public Sector Equalities Statement

Vision and values

The Public Sector Equality Duty requires our school to monitor our policies and procedures and to publish information about equalities in our school. Under the Equality Act 2010 'General Duties' are established:

- to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- to advance equality of opportunity between people;
- to foster good relations between people who share a protected characteristic and those who do not.

The Equality Act 2010 states that it is unlawful to discriminate against people with the following protected characteristics. This applies to the whole school community.

Protected characteristics are as follows:

- age;
- disability;
- gender;
- gender reassignment;
- pregnancy and maternity;
- race (ethnicity);
- religion and belief;
- sexual orientation.

A respect for equalities is observed across all aspects of school life, and is regarded as the responsibility of every member of the school and wider community. Everyone within our school community should feel safe and secure; valued, and of equal worth.

Equalities responsibilities and rights extend equally to:

- children and young people;
- all staff employed at the school;
- students on placement;
- staff from across other Trust Schools;
- parents/carers;
- members of the Local Governing Body;
- agency staff;
- contractors working at our school;
- external agencies whose staff are working with our school, including Health, Social Care, Special Needs
- support and external agencies.

The 'Specific Duty' for schools is to gather and publish information to show how we are complying with the Equalities Duty; how we remove or minimise disadvantage and take steps to meet different needs and encourage participating when it is proportionately low. We record and analyse the progress and attainment of all children, including vulnerable groups.

To help us in our work to advance equality of opportunity we have set equality objectives determined by our scrutiny of information and data.

The Principal is responsible for the implementation of the Equality Act 2010 and the Local Governing Body for ensuring that school policies and procedures comply with the Act. Staff and Governors are involved in the monitoring of our policies, procedures and practice to make sure our school continues to be an inclusive, accessible, safe and welcoming environment for all.

A copy of the current profile of the school is available from the Principal.

Key issues for children with lower progress and/or attainment are set out together with the measures being taken to support equalities in the School Development Plan (SDP). Current measures include:

- consistent use of toolkits with symbols so children can develop literacy skills across all areas of the curriculum;
- a 'buddy' system so all Year 6 children have a member of staff as their buddy;
- time provided for the child and member of staff to work around targets;
- developing positive growth Mind-Set attitudes through effective role modelling and language articulation
- from all members of the schools community.