



# **Bottesford CE Primary School**

## **Public Sector Equality Duty**

**'Aspiring and Achieving All Together'**

Company No: 8259654 Registered Office: Silverwood Road, Bottesford, Nottingham. NG13 0BS

This policy was reviewed and approved on 7th November 2022 by the Board of Trustees.

It will be reviewed in 2024.

A handwritten signature in black ink, appearing to read 'K Allen'.

Signed by Chair of the Trust Board (Mrs K Allen)

A handwritten signature in black ink, appearing to read 'E Barker'.

Signed by Headteacher (Mrs E Barker)

The 2010 Equality Act placed a duty on governors and Trustees to publish information to show how their school complies with the Equality Duty and publish equality objectives. The information we aim to achieve in our Equality Objectives, links to the three aims of the Public Sector Equality Duty. These are set every four years and reviewed annually alongside our Equalities Statement, School Development Plan and our Accessibility Plan.

## **Equalities Statement**

At Bottesford Church of England Primary School we are committed to meeting the requirements of the Equality Act 2010, which sets out a duty upon our school to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

In order to do this, we shall:

- aspire to achieve all together
- promote equality of opportunity
- eliminate discrimination, harassment and victimisation
- value diversity, respect each other and promote positive relationships
- provide an inclusive education which enables all pupils to develop their full potential

Our school values of Respect, Friendship and Trust mean that equalities are at the core of our school every day and we expect that all staff and pupils should:

- have a commitment to the highest standards of learning and achievement
- recognise the uniqueness of the individual
- be nurturing and supportive to each other
- be excited by learning
- be recognised for achieving their best and have their efforts rewarded
- be respectful and show tolerance to all
- ensure we have a friendly and happy school
- be able to access all our extended services

- be enabled to make a positive contribution to the community and the wider world
- work with the whole school community where all are valued

Staff and Trustees demonstrate our values and commitment to equalities by:

- setting and modelling high standards of behaviour
- including respect in our school rules
- responding to incidents and complaints in a pro-active way
- recruiting and employing people fairly
- meeting the specific needs of individuals
- consulting parents, pupils, staff and our wider school community on the decisions the school takes on promoting equalities
- promoting the school's equality objectives and acting in accordance with them

The Equality Act, specifically places a duty on school to pay particular regard to people who identify themselves in one or more of the following groups:

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender

The school also has regard to two other protected characteristics.

- Age
- Marriage and Civil Partnership

The information we aim to achieve in our Equality Objectives, links to the three aims of the Public Sector Equality Duty. These are set every four years and reviewed annually alongside our Equalities Statement, School Development Plan and our Accessibility Plan.



# **Bottesford CE Primary School**

## **Equality Objectives 2020-2024**

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## 1. Advance Equality of Opportunity

In addition to the statutory duties outlined in the Act, we shall also consider our equality objectives more broadly to include those children who may be affected by discrimination and unequal opportunities e.g. those at risk from social exclusion (PPG); LAC; and for those whom Disability is covered by DDA or those whose health includes mental health; SEN; and any other individuals identified by the school.

Objective	Success criteria	Date
a) Robust systems for monitoring pupil progress in line with the duties of the Public Sector Equality Duty and responding to national changes to curriculum and assessment	<ol style="list-style-type: none"> <li>1. Termly tracking data analysis shows equality of attainment/progress for all groups.</li> <li>2. An effective assessment model in place which provides consistency and fairness in making accurate judgements about pupils' attainment and progress.</li> <li>3. Identify groups and individuals at risk of underachievement and plan intervention.</li> <li>4. Diminish the differences between girls and boys in reading, writing and maths by the end of KS2</li> <li>5. Diminish the differences between SEND pupils' progress in reading, writing and maths by the end of KS2</li> <li>6. Diminish the differences between PPG pupils' progress in reading, writing and maths by the end of KS2</li> <li>7. Improved staff understanding and skills in supporting pupils with disability, mental health and emotional needs</li> </ol>	Ongoing
b) Review of school curriculum.	<ol style="list-style-type: none"> <li>1. Curriculum is wholly accessible to all and all pupils make good progress.</li> <li>2. Foundation subjects include units of work and cross curricular work includes underlying themes addressing issues of equality and positively represents all groups</li> </ol>	Ongoing

c) Develop a growth mindset through the curriculum	1. Modelling teaching and learning behaviours that develop a growth mindset	Ongoing

**2. Eliminate unlawful discrimination, harassment and victimisation**

<b>Objective</b>	<b>Success criteria</b>	<b>Date</b>
a) Review school antibullying policy to include homophobic bullying	1. Review of policy completed 2. Policy disseminated to staff and parents	Annually
b) The needs of users are taken into account when developing and communicating policies and procedures.	1. Reflected in all school Policies including Staff policies such as Recruitment, and Sickness Absence.	Ongoing

### 3. Foster good relationships between people

Objective	Success criteria	Date
<p>a) Promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities, with particular reference to issues of equality and diversity according to our Christian principles as a Church of England Primary School and our British Values</p>	<ol style="list-style-type: none"> <li>1. A wide range of opportunities provided for pupils and people in our school community, to learn about, with and from ‘others with protected characteristics’, not least different cultures and experiences</li> <li>2. Pupils becoming increasingly knowledgeable and reflective in their learning about others with different cultures, beliefs etc.</li> <li>3. Anti-equality incidents in school, e.g. racist or other abusive forms of language or behaviour are dealt with immediately (see our school policies on Anti-Bullying and Behaviour).</li> </ol>	<p>Ongoing</p>
<p>b) Ensure accessibility for all to clubs, activities, learning opportunities</p>	<ol style="list-style-type: none"> <li>1. Fair charging policy in place</li> <li>2. School clubs and activities accessed by all, including those identified with protected characteristics along with any others identified by the school</li> </ol>	<p>Ongoing</p>