

# PUBLIC SECTOR EQUALITY DUTY

Lakenheath Community Primary School



Version Number	1
Date of Policy	April 2019
Review Date	April 2020
Head Teacher's Signature	
Chair of Governors' Signature	

## Document Change History

Version	Date	Change Details
1	April 2019	N/A

## **1. Equality Objectives**

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Lakenheath Community Primary School we focus on the well-being and progress of every child and on all members of our community being of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

At the core of all we do are the following principles:

- All learners are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development.
- We aim to reduce and remove inequalities and barriers that already exist.
- We have the highest expectations of all our children.

## **2. Information on pupils by protected characteristics**

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

These include:

- Race
- Disability
- Sex
- Age
- Religion or belief
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment

In order to ensure that all pupils are protected from discrimination, the school analyses data with regard to protected characteristics.

## **3. Information on other groups of pupils**

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

#### **4. Eliminating discrimination and other conduct that is prohibited by the Act**

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything we do. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination through:

- Our behaviour policy - which ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Aiming for teaching of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

#### **5. Improving equality of opportunity:**

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Listening to parents/carers
- Listening to pupils at all times

#### **6. Fostering good relations across all characteristics**

- Promoting Lakenheath Community Primary School within our local community
- Ensuring that equality and diversity are embedded in the curriculum and assemblies

#### **7. Equality Objectives**

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

- Objective 1: To monitor and analyse pupil achievement by race, gender, disability and disadvantage. Then to act on any trends or patterns in the data that require additional support for pupils.
- Objective 2: To raise levels of attainment in core subjects for vulnerable learners. Data will be tracked termly and interventions provided when required. Information is shared with parents three times a year.
- Objective 3: To monitor and support pupils and families with a service background to ensure they have full access to the curriculum, school life, clubs and information.

Progress against these objectives is reviewed annually and information is fed back to governors and senior leaders. These objectives will be reviewed within the next 4 years.

## **8. School's Policies**

This is to be read in conjunction with the school's following policies:

- Accessibility plan
- Anti-bullying policy
- Aims and Values
- Behaviour and discipline policy for positive behaviours policy
- Dealing with abuse, threats and violence policy
- E-safety policy
- Risk assessment
- Safeguarding policy
- Single Equalities policy
- SEND policy
- Transition procedures

