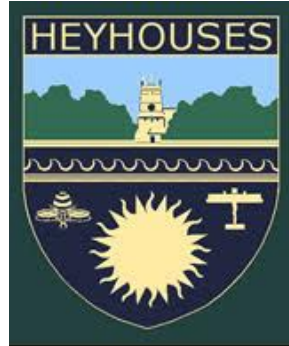


Heyhouses Endowed Church of England Primary School

Public Sector Equality Duty Objectives Statement



"We seek to enable children to reach their full potential educationally, spiritually and socially, so that they may become all that God has created them to be."

This statement confirms our commitment to valuing the individuality of all our children. Heyhouses Church of England Primary School is an inclusive school and we aim to provide the highest standards of education within a caring and stimulating environment for all our pupils.

In order to comply with the Public Sector Equality Duty (PSED), Heyhouses Endowed Church of England Primary School must publish an equality objectives statement – a declaration of aims that ensures equality for all members of our school's community.

This document has been created by the Headteacher, Senior leadership team, together with all school staff and has the full agreement of the Governing Body.

Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it.

What is the Public Sector Equality Duty (the PSED)?

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination.
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

Roles and responsibilities

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents/guardians, and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Headteacher and Senior Leadership Team will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors.
- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils.
- Support the headteacher in identifying any staff training needs and deliver training as necessary.

All school staff are expected to have regard to this document and to work to achieve the objectives as set out.

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Sharing attainment data each academic year showing how pupils with different characteristics are performing.
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities).
- Taking steps to meet the needs of people who have a particular characteristic (e.g. enabling certain children, on request of parents, to be withdrawn from elements of our religious studies or presentations).
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school activities).

In fulfilling this aspect of the duty, the school will analyse data to determine strengths and areas for improvement and implement actions in response.

How does Heyhouses Endowed Church of England Primary School comply with the Public Sector Equality Duty?

The school has a range of policies which make explicit the school's long-established commitment to actively promoting equality of opportunity for all. The main policies that deal with equality of opportunity are:

- Admissions Policy
- Accessibility plan
- Single Equalities policy
- SEND policy
- Behaviour policy

- Curriculum Policy and in particular the SRE Policy and Religious Education Policy

Heyhouses prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply to the Public Sector Equality Duty. Some of these are:

- Active promotion of our 'Heyhouses' values (faith, forgiveness, Justice, Trust, respect, courage, peace, friendship, love and hope).
- Promoting the rights of each individual, as outlined in the United Nations Charter through our ethos, behaviour policy and curriculum content.
- Promoting tolerance, individual liberty, friendship and understanding by actively promoting British Values through assemblies and workshops whilst remaining inclusive.
- Promoting tolerance, mutual respect and understanding through a wide variety of different world religion days and assemblies.
- Working with the community by visiting leaders of other local faith groups to visit their place of worship and take part in learning workshops.
- Promoting tolerance and mutual respect through Black History Month projects and other topical celebrations and anniversaries.
- Promoting inclusion, tolerance, friendship and understanding through different aspects of our curriculum. This includes teaching in RE, PSHE, RSE and other subjects. In English, a variety of texts from a range of cultures will be used. Scientists, historians, artists, poets, engineers and designers who represent the protected characteristics will be embedded within the updated curriculum.
- Holding disability awareness days, events or assemblies supported by our local hospice and/or local groups and staff with knowledge and expertise of a range of complex additional needs.
- Ramps and access to the school premises and buildings eg disabled toilet facilities.
- Leading on assemblies to explore and deal with relevant issues; including themes of discrimination.
- Fundraising for many charities.
- Monitoring and evaluating the attainment and progress of all pupils; looking at the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it.
- Supporting all staff and children to reach their potential.
- Interventions to maximise the progress of all groups of children.
- Encouraging children who have a particular character to participate fully in all activities – for example, after school clubs, sport lunchtimes, choir.
- Curriculum trips that meet the needs of all children.
- Unisex toilets for Key Stages 1 and 2.
- Active promotion of Heyhouses' Behaviour policy.
- Active promotion of Heyhouses' Anti-bullying policy.

Equality objectives

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives. Our published information must be updated annually, and objectives published at least once every four years.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: Curriculum

To develop reading materials (author and character) and resources that promote positive role models for all groups, to overcome preconceived ideas of any of the protected characteristics.

Objective 2: Enrichment

To develop our enrichment programme, to ensure equity and fairness in access and engagement for all pupils.

Objective 3: Community

To develop pupils' understanding of cultural and religious diversity within the School and British Community.

Policy Approval and Review

Approval date: February 2022

Review date: February 2026

Signed (Headteacher):

Signed (On behalf of the Governing Body):