

Equality Objectives

Our Public Sector Equality Duty

Oakington C of E Primary School is committed to meeting the general equality duty under the Equality Act 2010.

Oakington C of E Primary School has due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;
- advance equality of opportunity;
- foster good relations.

Oakington C of E Primary School is committed to reaching the best outcomes for all pupils.

Oakington C of E Primary is a small, rural village school north-west of Cambridge. With 123 children on roll, the school is smaller than the average-sized primary school. Most students are from White British backgrounds. The proportion of disadvantaged students is below average. The proportion of students who have SEN and/or disabilities is above average. The proportion of students with an education, health and care plan is above average.

At Oakington C of E Primary School we strive for excellence, looking to enable all children to reach their full potential and make accelerated progress through high expectations, ensuring we know each child as an individual.

Underpinning our vibrant, exciting and friendly village school are our Christian values which create a positive and inclusive atmosphere where everyone is respected, as well as being ambitious, committed to achievement and success.

"For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them..."

Romans 12: 4-6

	On roll	Boys	Girls	SEND	EAL	BAME	FSM	Disadv.	Summer born
Our School	123	55%	46%	28%	9%	23%	17%	20%	39%
National	278	51%	49%	14%	21%	32%	24%		

Languages spoken by pupils at our school:

- Bengali, Danish, English, Latvian, Polish, Portuguese, Shona and Spanish

Minority groups represented at our school:

- Bangladeshi, Black European, Chinese, White and Asian, White and Black African and Other White Backgrounds not White British.

We aim to meet the needs of all our pupils through our curriculum and through the care, guidance and support we provide to ensure the above Equality Duty is achieved. We are required to set Equality Objectives and the following have been set following a review of provision in the context of the school's development plan.

Equality Objectives: To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity.

- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To tackle prejudice and promote understanding in relation to people with disabilities.

Approved:	July 2021	Review date:	September 2022
Headteacher:	Nathan Clark	Signed:	
Chair of LGB:	Helen Bryant	Signed:	