



St. Nicholas C of E Primary School

Equality Objectives

Our vision

We prepare every pupil for their best future by ensuring they reach their full potential and attain the knowledge, skills and understanding required for success as we believe that 'With God, all things are possible'. Matthew 19:26



Date reviewed:	August 2024
Reviewed by:	R. Younger
Approved by Headteacher:	August 2024
Date of next review:	Summer 2028

Overview

The Equality Act 2010 (the Act) introduced a single Public Sector Equality Duty (PSED) – sometimes also referred to as ‘the general duty’ – that applies to public bodies, including publicly funded schools. This duty extends to all the aspects of a person’s identity, known as “protected characteristics”, that are protected under the Act: these are race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, gender reassignment, marriage and civil partnership.

At St Nicholas C of E Primary School, we welcome our general duty under the Act 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.

Schools also have two specific duties:

- To publish information to demonstrate how they are complying with the equality duty (updated annually).
- To prepare and publish one or more specific and measurable equality objectives (updated at least every 4 years).

This statement sets out information explaining the second of these points.

Objective-setting

Our equality objectives are based on our analysis of data and other evidence, and link closely with our School Development Plan. Our equality objectives focus on those areas where we have decided to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives. We will also ensure that appropriate funding is allocated each year within our school budget to underpin these objectives.

Our Equality Objectives for 2024-28

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To ensure that teaching and learning promotes equality, celebrates diversity and promotes community cohesion.
- To train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination.