

## Waldringfield Primary School Public Sector Equality Duty Statement

Our school is committed to equality both as an employer and an education provider:

- ♣ To prepare children for life in a diverse society in which they are able to identify their place and their rights and responsibilities in their communities.
- ♣ We do not discriminate against people with disabilities, and actively challenge any such discrimination.
- ♣ Make adjustments to enable people with disability to function with equality in all aspects of the wider school remit.
- ♣ We ensure that disabled people in our community are not placed at disadvantage because of our practise.
- ♣ We provide for the needs of disabled children, including support and resources, to alleviate, as far as possible, any substantial disadvantage.
- ♣ We publish information to demonstrate how we are complying with our duty to ensure equality for children, families and stakeholders where there is disability.

### General Duty

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We welcome the emphasis in the OFSTED framework on the importance of narrowing gaps in achievement which could affect:

- Pupils who receive Pupil Premium.
- Pupils who are disabled.
- Pupils who have special educational needs /disability /SEND/LAC/EAL.
- Differences in gender achievement.

The school has a series of policies that support this Equality Statement.

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.
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.

At Waldringfield Community Primary School we are strongly committed to ensuring that members of the school community do not become victims of unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010. We have a series of policies and procedures in place to support us with this. These include:

- Behaviour policy
- Safeguarding policy
- Recruitment policy
- Equality scheme
- PSHE Policy
- SEND Policy
- RE Policy

Some of these policies are available on the school website. All policies are available from the School Office on request.

The termly Headteacher's Report to the full governing body include reports as to the number of bullying or racist incidents that have been reported. There is also an update on the number of exclusions that may have occurred and the number of children registered as having additional learning needs.

All staff are given copies of relevant policies as part of their induction. Policies are reviewed regularly and updated

### **Equal Opportunities for all**

At Waldringfield Primary School, careful analysis of performance/attainment data is used to identify different groups within our school community. We are able to make comparisons and identify any group that may be achieving less well than other groups. We build in strategies to address such issues and these are included in the school development plan. The plan is reviewed annually and action plans developed accordingly. At our school, we monitor the impact of any strategies and interventions that we put in place to ensure that they are meeting the needs of our pupils.

Our Public Sector Equality Objectives are:

- To ensure that attendance is at least equal to the National level.
- To raise the achievement and progress of children in our 'vulnerable groups\*' to at least in line with that of their peers. (\* PP, EAL, SEND, Gender)