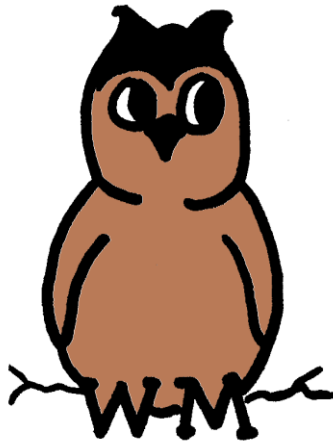


White Mere Community Primary School



Equality Objectives

2024-2028

Policy Monitoring & Ratification

Policy Name:	Equality Objectives
Responsible Committee:	Curriculum & Pupils Committee
Policy Date:	October 2024
Date Proposed to Governing Body:	10 th October 2024
Date Adopted by Governing Body:	
Next Review Date:	October 2028
Signed on Behalf of FGB:	
Position:	

1 Context and rationale

White Mere Community Primary School is committed to ensuring equality of opportunity in line with the Equality Act 2010. We aim to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our pupils, our staff and the community in which we serve.

We will do our very best to assist and support our pupils in achieving their full potential. Where pupils experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our pupils the importance of equality, what forms discrimination can take and the harmful impact discrimination can have.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. An example of permitted discrimination is:

- The school may arrange pupils in classes based on age.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only)
- Disability
- Gender re-assignment
- Marriage and civil partnership (in relation to staff only)
- Pregnancy and maternity (in relation to staff only)
- Race
- Religion, faith or belief
- Sex
- Sexual orientation

As a Governing Body and employer, we will also not accept any of the following:

- Direct or Indirect Discrimination
- Harassment
- Victimisation

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking timely actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published Information will be updated annually, and objectives will be updated every four years.

2 Equality Objectives

There are a number of statutory duties that must be met by every school in line with legislation such as the Disability Equality Duty (2005), Race Relations Act (2000) and Equality Act (2010). White Mere Community Primary School is committed to meeting all its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation
- Promote equality of access and opportunity within our school and within our wider community
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team and Governors at White Mere Community Primary School regularly review the progress we are making to meet our equality objectives with

regard to the protected characteristics (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion and belief) under the Equality Act (2010). Reviews will be completed through various routes such as:

- Data analysis of pupil outcomes
- Monitoring of teaching and learning and policy review
- Pupil Premium evaluations
- Curriculum evaluations
- PSHE/RSE Reviews
- Governor meetings
- SEND pupil reviews

3. Equality Objectives 2024-2028

At White Mere Community Primary School, 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

Support all children to develop an accepting and inclusive nature of differences in all its forms.

Objective 2

To ensure that children with SEND achieve ambitious outcomes.

Objective 3

Improve progress of disadvantaged pupils in basic skills across the school to provide opportunities to achieve in line with non-disadvantaged pupils.