



Be the best you can be, every day.

Equality Policy & Statement

Introduction

THIS DOCUMENT IS a statement of the aims, principles and strategies to meet obligations under the public sector equality duty at North Downs Primary School.

IT WAS DEVELOPED through a process of consultation with teaching and non-teaching staff and Governors.

IT WAS APPROVED by the Governors in the Autumn term 2022.

THIS POLICY WILL BE REVIEWED in the Autumn term 2025.

1. Aims

North Downs Primary 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.

2. 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.

3. Roles and responsibilities

The governing board 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, and that they are reviewed and updated at least once every three years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head of school.

The Head will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 7.

4. Eliminating discrimination

We do not discriminate on any of the characteristics in the Equality Act 2010

- Age
- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnerships

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. Where this has been discussed during a meeting it is recorded in the meeting minutes. New staff receive training on equality as part of their induction, and all staff receive refresher training. The school has a designated member of staff (our KS2 Deputy Head) for monitoring equality issues.

5. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies/collective worship dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community

6. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip is accessible to pupils with specific needs and/or disabilities.

7. Our Equality objectives

- To promote the awareness between children, staff and parents of the protected characteristics as set out in the Equality Act
 - through an engaging PSHE curriculum (Jigsaw) and alongside our North Downs Primary School collective worship.
- To foster good relations between people who share a protected characteristic and those who do not
 - all staff to promote healthy friendships and record incidents of prejudice related bullying.
- To robustly challenge inappropriate language and behaviour amongst any group within the school and community; taking any opportunity to educate
 - maintain an environment where everybody feels safe, and also safe to challenge others where their behaviour falls short of what is expected within North Downs Primary School and the wider community.

Monitoring arrangements

- The Headteacher will update the equality information we publish, annually.
- This document will be reviewed by Governing Board at least every 3 years.