

## Friday Bridge Primary School Equality Duty Statement

Our school is committed to ensuring equality for all, both as an employer and an education provider:

- We promote the core values of respect, integrity and humility throughout our school to ensure that everyone is treated fairly
- We actively ensure sure that our school is a safe, secure and stimulating place for everyone
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same
- We recognise that for some pupils extra support is needed to help them to achieve their potential
- We always ensure that people from different groups across our school community are consulted and involved in our decisions, for example through talking to pupils, parents, staff and through the School Council
- We actively aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation

## Public Sector Equality Duty:

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations throughout our school community and beyond.

<http://www.legislation.gov.uk/ukpga/2010/15/section/149>

### 149 Public sector equality duty

- (1) A public authority must, in the exercise of its functions, have due regard to the need to—
  - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- (2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).
- (3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—
  - (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
  - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
  - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- (4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- (5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—
  - (a) tackle prejudice, and
  - (b) promote understanding.
- (6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.
- (7) The relevant protected characteristics are—
  - age;
  - disability;
  - gender reassignment;
  - pregnancy and maternity;
  - race;
  - religion or belief;
  - sex;
  - sexual orientation.
- (8) A reference to conduct that is prohibited by or under this Act includes a reference to—
  - (a) a breach of an equality clause or rule;
  - (b) a breach of a non-discrimination rule.
- (9) Schedule 18 (exceptions) has effect.

At Friday Bridge 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 & Discipline Policy
- Safeguarding & Child Protection Policy
- Recruitment Policy
- SEND Policy
- Equality and Diversity Policy for School Staff

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

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

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.

### **Equal Opportunities for all**

At our 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 individual needs of our pupils.

### **Our Equality Objectives are:**

- To increase the influence and impact of pupil voice
- 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
- To raise levels of parental and pupil engagement in learning and school life throughout the school

\* FSM, LAC, EAL, SEND, Gender

*Further details relating to these objectives can be found within our Equality Action Plan 2017-2018. This is available in the school office.*