

Stoborough Primary School Equality objectives 2019 - 2020

I am providing some important information for you which you need to be aware of regarding the Equality Act 2010 and how we, at school, are addressing this.

The Equality Act 2010: What it means for every school:

Since 6 April 2011 all public bodies, including all local authorities and all schools have been bound by what is known as the Public Sector Equality Duty (Section 149 of the Act). This replaces previous statutory duties on race, gender and disability and covers new protected characteristics. Schools and local authorities have: a) a general duty and b) two specific duties.

The general duty to promote equality

Schools must have due regard to the need to:

1) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act.

2) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it by:

- removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have;
- taking steps to meet the particular needs of people who have a particular characteristic;
- encouraging people who have a particular characteristic to participate fully in any activities.

3) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. Schools need to consider how they tackle prejudice and promote understanding through:

- the curriculum
- community cohesion
- anti-bullying policies

Specific duties

There are 2 specific duties for schools:

- 1) **To publish equality information** which shows compliance with the duty (by 6th April 2012 and thereafter annually).
- 2) **To prepare and publish one or more equality objective** (6th April 2012 and again no more than 4 years later)

Equality Objectives 2019 - 2020

This is a summary of the objectives that have been set for our school. You will be kept informed of our progress relating to these as and when appropriate. The objectives will be reviewed annually and may be changed as a result of this. This information can additionally be found on the school website.

Objective	Reasons for objective
To continue to develop understanding of discrimination in the UK and in the wider world	Children need to have an understanding of the different issues that face a variety of people and some of the reasons why. They need to develop thinking that supports being caring towards others in line with the school mission statement and Christian based values.
To continue to review the systems in place which support pupils and parents/carers with protected characteristics	We need to ensure we are fulfilling our duty to minimise any discrimination towards any particular group of persons thus supporting us to successfully fulfil our inclusive Christian duty towards all (in line with school ethos) and the Equality Act 2010.
To support all pupils in understanding the need and importance of respectful behaviour towards others	Pupils need to be aware of the power of being respectful and showing courteous behaviour towards others and the impact of negative behaviour, e.g. use of words, body language and use of technologies and social media/texting etc. with peers/others.
To invite members of the school and wider community in to support the learning process	<p>Parents/carers and members of the local and wider community have a range of experience and expertise which can support and deepen the learning experiences of the children.</p> <p>Community members who have specialist knowledge can support pupils giving them different learning experiences which will stimulate and enrich the learning provided in school.</p> <p>The above will help to continue to build relationships of different ages of people in a mutually positive way.</p>
To continue to develop understanding of the worth of giving to others	It is hoped that children will develop understanding and empathy for those people that are most vulnerable in our society/community. They will recognise the part they can play in making a positive difference to those in need.
To continue to narrow the gap in the attainment and progress of all vulnerable groups	<p>All pupils deserve to have learning experiences that enable them to attain and progress in line with their peers regardless of need, disability, gender etc.</p> <p>All pupils have the right to have a sound education that will enable them to make successful educational choices when they are older (secondary education and beyond).</p>
To continue to understand the elements of British Values	All pupils will benefit from understanding the foundation of British Values and how these can support fostering good relations and the elimination of discrimination. All children need to understand the richness and diversity of the UK's

	population so they are best prepared for life in a more complex society.
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If you have any thoughts or feelings about the objectives or would just like more information regarding them, please do feel free to talk to me.

As always, your thoughts are valued and are important to us in school.

Deborah Corbin
Headteacher

September 2019