



Greatham Church of England Primary School

## Equality Objectives

Equality Act 2010

Greatham Church of England Primary Schools'  
Provision of the Public Sector Equality Duty

We in Greatham Church of England Primary School are committed to equality.

We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

We will have **due regard** to advancing equality of opportunity includes making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
- take steps to meet the needs of persons who share a protected characteristics that are different from the needs of persons who do not share it
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low

We will take into account the six Brown principles of 'due regard'

- **Awareness** all staff know and understand what the law requires
- **Timeliness** implications considered before they are implemented
- **Rigour** open-minded and rigorous analysis, including parent/pupilvoice
- **Non-delegation** the PSED cannot be delegated
- **Continuous** ongoing all academic year
- **Record-keeping** keep notes and records of decisions & meetings

The protected characteristics for the schools provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions.

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- publishing our equality information
- publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

#### **Equality Information:**

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

## Staff

Age	The age range of our staff fluctuates, dependant on staff in post at any given time. However we always comply with our equality duty.
Disability	When staff declare they have a disability we ensure reasonable adjustments are made where appropriate and where necessary.
Gender reassignment	We would support any staff member towards gender reassignment.
Marriage & Civil partnerships	The marital status of our staff fluctuates, dependant on staff in post at any given time. However, we always comply with our equality duty.
Pregnancy and maternity	At the present time we have one staff member registered as pregnant or on maternity leave. However these figures may change, dependant on staff in post at any given time. However, we always comply with our equality duty.
'Race' / ethnicity	19 members of staff at the present time are registered as White British.
Sex – male/female	19 staff – 17 female/ 2 male
Sexual orientation	We support all staff members regardless of sexual orientation

## Pupils

Age	3-11 years
Disability	There are no children currently recorded as having a disability. However, we always comply with our equality duty.
SEN	15 SEN support
Education & Health Care Plans	There are no children currently recorded as having an EHCP. However, we always comply with our equality duty.
Gender reassignment	We would support any pupil towards gender reassignment or questioning their gender.
Pregnancy and maternity	We comply with our equality duty.
'Race' / Ethnicity	86 Children in school 85 of which are white British and 1 Asian British pupil. We welcome all races and ethnicities to Greatham Church of England Primary School

EAL	There are currently no children with EAL at Greatham. We would support any child that has EAL at our school.
Religion and Belief / no belief	Our pupil profile comprises of Christian, Islam and no religion
Sex – male/female	106 pupils including nursery - 51 female and 55 male
Sexual orientation	We support all pupils regardless of sexual orientation
FSM	20 pupils are entitled to receive FSM
Post 16	n/a
NEET's	n/a
Vulnerable groups of pupils whose prior attainment may be different from that of other groups	We support all vulnerable groups.

*We will update our equality information at least annually*

### **Equality Objectives**

Our equality objectives are:

- 1 To analyse our current Equalities practices and systems
- 2 To increase staff understanding of prejudice-related incidents and its implications for our school. This will be achieved through training and discussion; the outcome of such will be that all such incidents will be dealt with consistently
- 3 To further develop positive relationships with the local and wider communities over the next three years. This will relate to a number of the Equality Act protected characteristics as we establish links with local care homes, other schools, faith organisations etc.

*We will update our equality objectives every three years and will publish progress on them annually in our equality information.*

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

*'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical.*

*The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.*

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage are more appropriate

Headteacher	Mrs N Dunn
Date Agreed:	January 2019
Review Date:	January 2020



Dream it! Believe it! Achieve it!

