



St Mary's CE Primary School, N8 7QN

Public Sector Equality Duty and Equalities Objectives 2022-26

Jesus said, "Love one another as I have loved you." (John 15:12)

Our Vision

As we love, we flourish

As we flourish, we aspire

As we aspire, we achieve

Together, we are a family.

Friendship, Compassion, Hope, Wisdom, Community,
Endurance.

Approved by:	Children, Family & Community Committee	Date: October 2022
Last reviewed on:	October 2022	
Next review due by:	October 2026	

Through our daily school life at St Mary's Church of England Primary School we encourage our children to build respectful friendships and demonstrate inclusivity and compassion towards others. Through this we build a strong community spirit, as together we are a family.

Our teaching and learning provides the children with the wisdom and endurance they need to expand their minds socially, morally and academically so allowing them to achieve and flourish and fulfil the Church of England's belief of living 'Life in all its Fullness (John 10:10).

We encourage our children to demonstrate and develop a dignity in their work and themselves which enables them to hope to aspire to be the best they can possibly be.

1. Aims

Our 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

What is the Public Sector Equality Duty (the PSED)?

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

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. St Mary's Guiding Principles

In fulfilling the legal obligations and establishing our school ethos, we are guided by 9 principles:

Principle 1: All learners are of equal value

Principle 2: We recognise and respect difference

Principle 3: We foster positive attitudes and relationships and a shared sense of cohesion and belonging

Principle 4: We observe good equalities practice in staff recruitment, retention and development

Principle 5: We aim to reduce and remove inequalities and barriers that already exist

Principle 6: We consult and involve widely

Principle 7: We address prejudice and prejudice related bullying

Principle 8: Society as a whole should benefit by fostering greater cohesion and participation in public life.

Principle 9: Annual formulation and publication of specific and measurable equality objectives.

4. 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 four years.
- delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The Headteacher will:

- promote knowledge and understanding of the equality objectives amongst staff and pupils
- monitor St Mary's success in achieving the objectives and report back to governors

The school's senior leadership team will:

- support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

5. Eliminating discrimination

Our 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.

6. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- sharing attainment data each academic year showing how pupils with different characteristics are performing
- removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim children, on request from parents, to be withdrawn from collective worship)
- encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school activities)

In fulfilling this aspect of the duty, our school will:

- analyse data to determine strengths and areas for improvement and implement actions in response to its findings.
- make evidence available, identifying improvements for specific groups (e.g. declines in incidents of homophobic language being used)

7. How does St Mary's comply with the Public Sector Equality Duty?

Our school has a range of policies which make explicit the St Mary's long established commitment to actively promoting equality of opportunity for all. The main policies that deal with equality of opportunity are:

- Accessibility plan
- Admissions Policy
- SEND Information Report & Policy
- Positive Behaviour Policy
- Anti-Bullying Policy
- Religious Education Policy
- Collective Worship Policy
- Curriculum Policy
- PHSE Policy
- RSHE Policy
- Rights Respecting Policy
- Safeguarding & Child Protection Policy
- Supporting Children with Medical Need Policy

St Mary's prides itself on being an inclusive school that cares for every member of its community. In doing so, we promote and deliver a range of strategies to ensure that we comply with the Public Sector Equality Duty.

Some of these include:

- actively promoting our school's Christian Values to help develop children spiritually, socially, morally and culturally, irrespective of faith, religion or background
- promoting the rights of each individual child as outlined in the United Nations Charter through our ethos, positive behaviour policy and curriculum content.
- promoting tolerance, individual liberty, friendship and understanding by actively promoting British Values through assemblies and workshops
- promoting tolerance, mutual respect and understanding by celebrating key events in other world religions and working inclusively with the community by inviting in leaders of local faith and religious groups to speak in assemblies and deliver class workshops
- promoting tolerance and mutual respect through black history projects and celebrations
- promoting inclusion, tolerance, friendship and understanding through different aspects of our curriculum. This includes teaching in RE, PSHE, RSHE and other subjects. In English, a variety of texts from a range of cultures will be used. Scientists, historians, artists, poets, engineers and designers who represent the protected characteristics will be embedded within the updated curriculum.
- promoting and supporting Disability Awareness Day/s
- Having a fully accessible school for parents and children, including the provision of a lift and having fully accessible toilet facilities.
- regular fundraising events for many charities
- providing interventions to help maximise the progress of all groups of children
- encouraging children who have a particular character to participate fully in all activities – for example, school clubs.
- ensuring that curriculum trips are available to and meet the needs of all children
- having unisex toilets throughout the school.
- monitoring equality employment information and reporting this to the governing board annually.

- Undertaking equality impact assessment exercises when renewing or reviewing policy or practice to ensure full compliance with the Equality Act 2011.

8. Equality objectives (2022-2026)

Under the Public Sector Equality Duty (PSED), our school is required to set Equality Objectives.

The equality objectives for St Mary's CE Primary School are set out formally and are referenced in the School Development Plan. They will be reviewed annually, and refreshed on a four-year cycle.

Objective 1: To narrow the gap between the progress made by all children and that made by girls in Key Stage 2 Mathematics.

Objective 2: Train all members of staff and governors on equal opportunities and non-discrimination. Training evaluation data will show that all those attending will have a good understanding of the legal requirements for PSED.

Objective 3: To ensure that future reviews of all school policies include information and links to PSED

Objective 4: Adopting a whole-school approach that will provide staff with guidance on how to deal with sexism, racism and homophobia in school.