

HARLOW GREEN COMMUNITY PRIMARY SCHOOL



Public Sector Equality Duty & Objectives

Policy Statement 2019-2022



This policy links to articles: 1, 2, 3, 12, 23, 28 & 31.

Context & Rationale

Harlow Green Community Primary School is committed to ensuring equality of opportunity in line with the Equality Act 2010. We aim to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our pupils, our workforce and the community in which we work.

We will assist our pupils in achieving their potential. Where pupils experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our pupils the importance of equality and what forms discrimination can take, and the impact discrimination can have.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. An example of permitted discrimination is:

- The school may arrange pupils in classes based on age.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As a Governing Body and employer, we will also not accept any of the following:

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published Information will be updated annually, and objectives will be updated every four years.

Equality Objectives 2019 – 2022

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Harlow Green Community Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation.
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team and Governors at Harlow Green Community Primary School regularly review the progress we are making to meet our equality objectives with regard to the protected characteristics (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion and belief) under the Equality Act (2010). Reviews will be done through various routes such as:

- Data Analysis of pupil outcomes
- Monitoring of Teaching and Learning
- Pupil Premium Evaluations
- Curriculum Evaluations
- PSE Reviews
- Teaching and Learning Policy Review
- SEND Pupil Reviews

Equality Objectives

At Harlow Green Community Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1:

Support children to develop an accepting nature of differences in many forms.

Objective 2:

Improve progress for disadvantaged pupils in basic skills across the school in order to achieve in line with non-disadvantaged pupils.

Objective 3:

To ensure that children with SEND achieve ambitious outcomes.

Appendix 1

Contextual Information January 2022

Pupils

Number of Pupils	421					
Age Profile	Early Years	Key Stage 1	Lower Key Stage 2	Upper Key Stage 2		
	91	102	115	113		
Ethnicity	White English		377			
	White Other		3			
	Bangladeshi		1			
	White and Black African		2			
	Indian		2			
	Afghan		1			
	White Eastern European		1			
	White European		3			
	Croatian		2			
	Chinese		3			
	White and any other Asian Background		7			
	Kurdish		3			
	Iranian		5			
	Arab		4			
Polynesian		4				
Other Ethnic Origin		3				
Religion	Christian		86			
	Methodist		5			
	Roman Catholic		10			
	Anglican		2			
	Muslim		14			
	Sikh		1			
Hindu		1				
SEND	Total		School Support		EHCP	
	53		51		2	
FSM	123					
PP	Total		Early Years PP		PP	
	152		19		133	
EAL						
Disability (Please note that some children are in more than one category which means this will not match the total number of children)	Total	Multi-sensory	Visual	Hearing	Physical	Developmental
	13	1	3	1	3	6
Curriculum Access	All pupils have equal access to the curriculum with amendments to support access for those where there are barriers. There is one child who has part of their English curriculum altered to meet their specific need and this is not in line with the Year Group's curriculum.					