

HARLOW GREEN COMMUNITY PRIMARY SCHOOL



Public Sector Equality Duty & Objectives

Policy Statement 2023-2027



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 2023 – 2027

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 September 2023

Pupils

Number of Pupils	397					
Age Profile	Early Years	Key Stage 1	Lower Key Stage 2	Upper Key Stage 2		
	80	99	100	118		
Ethnicity	White English		358			
	White Other		1			
	Bangladeshi		1			
	White and Black African		3			
	Indian		1			
	Afghan		1			
	Black Nigerian		3			
	White Eastern European		4			
	White European		3			
	Croatian		1			
	Chinese		1			
	White and any other Asian Background		3			
	Kurdish		1			
	Iranian		4			
	Arab		5			
	Other Ethnic Origin		5			
Religion	Refused		1			
	Christian		75			
	Methodist		3			
	Roman Catholic		19			
	Anglican		2			
	Muslim		13			
SEND	Total		School Support		EHCP	
	47		44		3	
FSM	120					
PP	Total		Early Years PP		PP	
	140		7		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
	11	1	2	1	1	6
Curriculum Access	All pupils have equal access to the curriculum with amendments to support access for those where there are barriers.					

Staff

Number of Staff	Total	Teachers	TAs	Office/Other
	43	19	13	11
Gender	Male		Female	Identifies as Other
	4		39	0
Age Profile	18-30	31-40	41-50	51+
	12	9	15	7
Ethnicity	White British		42	
	Mixed Asian		1	
Religion	Not Collected.			
Salaries	All staff are paid according to post with both genders being paid equally.			
Part-time working	There is one teacher with a part-time contract. There are two Teaching Assistants with part-time contracts.			
Leadership	The leadership team comprises of 3 male teachers, 3 female teachers and 1 female School Business Manager.			
Qualifications	All teachers have degrees and have Qualified teaching Status.			
Disability	There is one member of staff registered with disability. One member of staff has mobility restrictions which are supported within school.			