



## **BEXTON PRIMARY SCHOOL EQUALITY INFORMATION AND OBJECTIVES STATEMENT SPRING 2017-2020**

### **Statement**

Equality is of fundamental importance to everybody. At some point in our lives, everyone may face barriers that prevent us fulfilling our potential or participating fully in society. Bexton Primary School supports the aims of the Public Sector Equality Duty 2011, which are to:

1. Eliminate unlawful discrimination, harassment and victimisation
2. Advance equality of opportunity between people who share a characteristic and those who do not
3. Foster good relations between people who share a characteristic and those who do not

Bexton Primary School welcomes the inclusive principles and requirements of the legislative equalities duties pertaining to Disability, Gender and Community Cohesion. We are committed to promoting equal opportunities and combating discrimination for all members of our school community by:

- Embracing diversity as a strength, which should be respected and celebrated by all those who learn, teach and visit the school
- Recognising and addressing the needs of vulnerable groups by making reasonable adjustments wherever practicable
- Countering deprivation and supporting self-sufficiency
- Establishing the cooperation of members of the school(s) communities in the implementation of equal opportunities policy and action, including the reporting of all incidents of discrimination or harassment

No member of our communities will be discriminated against, harassed or receive less favourable treatment on the grounds of the 'protected characteristics' described in the Equality Act 2010 as: race, age, disability, marriage and civil partnership, pregnancy and maternity, gender reassignment, age, religion and beliefs, sex or sexual orientation. We will work with staff, students and others (where required) to promote an integrated and cohesive community that reflects the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.



**Bexton Primary School Equality Objectives Spring Term 2017:**

Objective	Actions to be taken	By whom	Timescale & resources
To ensure that the aims and objectives in our Equality and diversity Policy are met	<p>Regular, annual review of the policy, following discussion with stakeholders</p> <p>Monitoring of Equality &amp; Diversity within teaching and learning as part of the regular Self Evaluation Review Cycle</p> <p>Regular meetings to be held with staff and Head to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN &amp; G&amp;T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process</p>	<p>SLT</p> <p>Curriculum committee</p> <p>SLT</p>	<p>SLT time</p> <p>Termly Progress Meetings</p>
To promote equality and tackle discrimination	<p>Regular, annual review of the policy, following consultation/ discussion with stakeholders</p> <p>Racist incidents are to be recorded and reported to FGB</p> <p><b>Enhance the curriculum to further promote equality and tackle discrimination by:-</b></p> <ul style="list-style-type: none"> <li>- Consideration of developing links with another school (with a different ethnic and cultural background to our own).</li> <li>- Further incorporating global links and links to other cultures via our Ethical Enterprise curriculum.</li> <li>- Further exploring opportunities for curriculum enrichment activities – visits to places with a variety of cultural and ethnic backgrounds.</li> <li>- Regular meetings to be held with staff and Head to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN &amp; G&amp;T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process</li> </ul>	<p>SLT</p> <p>Curriculum committee</p> <p>Ethical Enterprise TLR</p>	<p>Curriculum budget</p> <p>Termly Progress Meetings</p>

<p>To meet our general needs to promote <b>disability equality</b> throughout the school</p>	<p>Regular, annual review of the policy, following discussion with stakeholders  Monitoring of teaching and learning as part of the regular Self Evaluation Review Cycle  Regular meetings to be held with staff and Head to assess children’s progress, identify any barriers to learning that may have been created by race, gender, disability (SEN &amp; G&amp;T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process  <b>Enhance the curriculum to further promote equality and tackle discrimination by:-</b>  - Positive role models in assembly topics, reading material and resources</p>	<p>SLT</p>	<p>Termly Progress Meetings</p>
<p>To raise pupil awareness of equality and diversity</p>	<p>School Council to add equality and diversity as a regular agenda item  School Council to report back to classes in a variety of methods  Equality and Diversity to continue to be discussed with children as part of PSHE and across the curriculum  Hold a bi-annual disability awareness day and continue to seek opportunities for charity events through the Ethical Enterprise curriculum that will allow further exploration of equality and diversity.</p>	<p>School Council   SLT   Ethical Enterprise  TLR</p>	<p>School Council meetings   PSHE lessons</p>