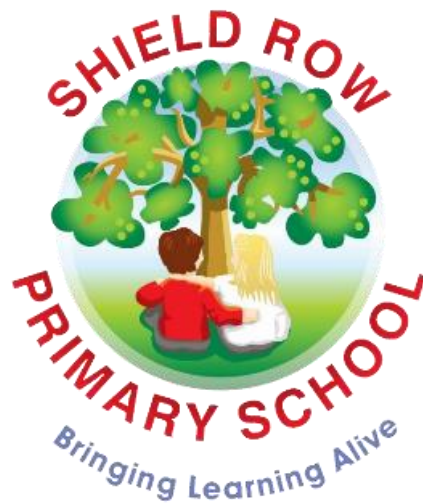


Shield Row Primary School



Equality Information and Equality
Objectives for Shield Row Primary
School

Equality Act 2010
Shield Row Primary Schools' provision of the public sector equality duty

Date: July 2023

Shield Row Primary School is 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 before and 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.

The protected characteristics for the schools provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age
- Marriage and Civil Partnerships

We will have **due regard** to advancing equality of opportunity including 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 characteristic 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 welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by publishing our equality objectives. We aim to make the information accessible, easy to read and easy to find.

Equality Objectives 2023-2027

Our equality objectives are:

1. To ensure all pupils, regardless of gender, ethnicity, disability, religious beliefs/faith tradition, age or any other of the protected characteristics achieve the highest possible standards in their learning and make strong progress relative to their starting points
2. To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity
3. To implement teaching pedagogy that allows pupils to engage in controversial issues linked to race, religion, culture, sexuality, sexual orientation and identify in a balanced, respectful manner.
4. To improve staffs' subject knowledge of different religions, faiths and cultures, that are prevalent within the local community and further afield to strengthen the teaching of fundamental British Values.

We will update our equality objectives every four years and publish them on our school website.

We will review progress on these objectives annually.

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 ECHR 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 is often more appropriate

Headteacher: Miss J Cooke
Chair of Governors: Mr Wayne Thompson

Date: July 2023