



Harwell Primary School Equalities Statement and Objectives for Publication

Review by SLT	January 2022
Approved by the Full Governing Body	15th February 2022
Next review due	Academic Year 2022 / 2023

Public Sector Equality Duty (PSED)

The Equality Act 2010 introduced the PSED and protects people from discrimination, harassment and victimization. Under the Equality Act 2010, the school has a duty not to discriminate against people on the basis of Protected Characteristics: their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

We aim to meet our obligations 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

Equality of Information and Objectives Statement

Equality of opportunity is central to the principles on which Harwell Community Primary School is founded. We are committed to providing equality of opportunity for all our pupils

and staff, and freedom from discrimination. We will challenge stereotyping and prejudice at all times.

At Harwell School we are committed to:

- promoting equality of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to develop their full potential

2021/22 - how Harwell School are meeting the aims of the general public sector equality duty

We acknowledge our general duty under The Equality Act 2010 as both a provider of education and as an employer to eliminate discrimination, to advance equality of opportunity and to foster good relations. We recognise that equality will only be achieved by the whole school community working together.

Eliminating Discrimination

The Full Governing Body and School Staff are reminded annually of their duties under The Equality Act.

New members of staff receive information about equality as part of the Induction Process.

School Policies

When reviewing school policies, the governors and school leaders carefully consider and analyse the impact of the policies on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

The **Equal Opportunities** policy confirms that equality of opportunity is central to the principles on which Harwell Community Primary School is founded.

The school **Behaviour policy** treats all pupils fairly, taking into account their many differences, including culture, ethnicity, trans and gender-variant children, and ability.

The school **anti-bullying policy** is adhered to and any complaints of bullying or harassment including cyberbullying, prejudice-based bullying related to disability, special educational need, gender, ethnicity, race, gender reassignment, pregnancy or maternity, religion or belief and sexual orientation including homophobic, biphobic and transphobic bullying forms are dealt with promptly.

The school **accessibility plan** supports all members of the school community to access all aspects of school life.

The school **Special Educational Needs** policy outlines the provision the school makes for pupils.

The school **admissions procedures** are those set out by the Local Authority (Oxfordshire County Council).

The school observes and implements the principles of equal opportunities and non-discrimination in our **employment practices**.

Staff involved in **recruitment and selection** are trained and aware of what they should do to avoid discrimination and ensure equality of good practise through the recruitment process.

The school **complaints procedure** sets out how we deal with any complaints against the school, Headteacher or Governors.

The **staff and parent codes of conduct** state clearly that discrimination or prejudice of any kind will not be tolerated.

Advancing Equality of Opportunities

We continue to develop a curriculum which supports all pupils to understand, respect and value difference and diversity.

Pupils and staff treat each other with respect, understanding, care and consideration, taking due account of each individual's differences.

We are a Family Links school and promote understanding of differences and disability through our Jigsaw PSHE curriculum, (incorporating Relationships & Health Education), restorative practice and in our assemblies.

The school publishes attainment data each academic year showing how pupils with different characteristics are performing. The data is analysed to determine strengths and areas for improvement, implement actions in response and publish this information. The school will

publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

Equality Considerations in Decision Making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

Fostering Good Relations

Ethnicity and Race including EAL (English as an Additional Language) - we are committed to working for the equality of all ethnic groups.

Assessments are made on EAL pupils to identify appropriate support or interventions.

Staff make home visits for new Foundation Class pupils prior to the start of the academic year.

The values that are promoted at Harwell School – of **Respect, Resilience, Resourcefulness** and **Responsibility** underline our commitment to promoting British Values of tolerance and understanding.

Monitoring

The Full Governing Board will review and republish this statement on an annual basis.

Equality Objectives

- to provide equality of opportunity for all our pupils and staff, and freedom from discrimination on grounds of race, background, ability, language, gender, religion, class, age, sexual orientation, or disability.
- To ensure that school policies ensure equality of access and provision.
- To ensure that any future building projects to expand the school improve access for the whole school community.
- To systematically record accurately any incidences of discrimination in line with GDPR legislation and address discriminatory behaviour and any trends in such behaviour appropriately