



**Kidmore End CE Primary School**

**Public Equality Duty Statement**

**2021-2022**

|                                    |                                   |
|------------------------------------|-----------------------------------|
| <b>Owner:</b>                      | <b>Kidmore End Primary School</b> |
| <b>Type:</b>                       | <b>Level 4</b>                    |
| <b>Type:</b>                       | <b>Statutory</b>                  |
| <b>Ratified by</b>                 | <b>Resources</b>                  |
| <b>Date Ratified:</b>              | <b>10/11/2021</b>                 |
| <b>Date Policy to be reviewed:</b> | <b>Autumn 1 2022</b>              |

## **Public Sector Equality Duty Statement 2021**

Our school is committed to equality both as an employer and an education provider:

- We do our best to ensure that everyone is treated fairly and with respect.
- We actively ensure sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils, extra support is needed to help them to achieve and be successful.
- We always ensure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, staff and through School Council.
- We actively aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

### **General Duty**

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality or opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We welcome the emphasis in the OFSTED framework on the importance of narrowing gaps in achievement which could affect:

- Pupils from certain cultural/ethnic backgrounds and the Traveller Community.
- Pupils who receive Pupil Premium.
- Pupils who are disabled.
- Pupils who have special educational needs/disability/SEND/LAC/EAL.
- Differences in gender achievement.

The school has a series of policies that support this Equality Statement.