

## **Dale Hall Primary School**

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

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 duty under the Equality Act 2010 to eliminate discrimination, to advance equality and 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.

At Dale Hall Community Primary School we are strongly committed to ensuring that members of the school community do not become victims of unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010. We have a series of policies and procedures in place to support us with this.

These include:

- Behaviour policy
- Anti-bullying policy
- Safeguarding policy
- Recruitment policy
- Whistleblowing policy
- PSHE Policy
- SEND Policy

Some of these policies are available on the school website. All policies are available from the School Office on request.

The termly Senior Leader's Report to the full governing body include reports as to the number of bullying or racist incidents that have been reported. There is also an update on the number of exclusions that may have occurred and the number of children registered as having additional learning needs.

All staff are given copies of relevant policies as part of their induction. Policies are reviewed regularly and updated.

### **Equal Opportunities for all**

Careful analysis of performance/attainment data is used to identify different groups within our school community. We are able to make comparisons and identify any group that may be achieving less well than other groups. We build in strategies to address such issues. The impact of any strategies and interventions that we put in place to ensure that we are meeting the needs of our pupils are monitored.

The school has its own Equality Action Plan and this too is reviewed annually. A copy of this plan is available in the School Office on request.

### **Our Public Sector Equality Objectives are:**

- To raise the pupil voice by giving the School Council a high profile, carry out frequent pupil perceptions and provide a worry box in school. We ensure that our pupils are confident to speak out and that their concerns will be listened to and acted upon.
- To raise levels of parental engagement in learning by providing a variety of opportunities for carers to build relationships with staff and know more about how their children are developing, how to address concerns and to join in school life to celebrate success together.
- Curriculum plan ensure depth of coverage across all aspects of diversity
- To raise the achievement and progress of children in our 'vulnerable groups to at least in line with that of their peers. We will do this by putting pastoral support in place for each vulnerable child and monitoring and analysing pupil achievement and development by race, gender and special educational needs. When concerns arise, we will look at the individual barriers to learning and an individual plan will be put in place.
- To provide fair opportunities for staff to develop their practice. We will ensure that our recruitment practices are fair and that all staff have access to training and development opportunities. Staff have a variety of means to raise concerns, these will be listened to and acted upon.

### **Monitoring**

Different aspects of our equality duty are monitored throughout the year and some elements are monitored each term.

We review this statement annually. It was last updated in Summer 2023.