



Bolham Community Primary School

EQUALITY AND DIVERSITY

STATEMENT

Information our school is publishing to demonstrate that we have due regard to the need to promote equality, as required by the 2010 Equality Act.

1. Our specific duties

We have two Specific Duties under the 2010 Equality Act:

- To publish information to demonstrate our compliance with the general duty to promote equality.
- To prepare and publish one or more equality objectives.

We have therefore prepared this document to show what we do to promote equality of opportunity and highlight the equality objectives we have prepared.

2. Our equality objectives, for September 2018 to September 2019 identified in our School Development Plan are to:

- % of pupils attaining the reading, writing and maths standard at the end of KS1 and KS2 is in line with or above National expectations.
- Leaders and governors focus on consistently improving outcomes for all pupils and ensure disadvantaged and SEN pupils make good progress from their starting points.
- All pupils have the opportunity to become confident, self-assured learners who, through the support of staff, become self-motivated and enthusiastic learners.

Equality statement of commitment for the whole school community.

Bolham Community Primary School acknowledges and welcomes our duties under the 2010 Equality Act to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the 2010 Equality Act with regards to staff employment.
 - eliminate discrimination, harassment and victimisation;
 - advance equality of opportunity
 - foster good relations;
- in relation to age (for adults), disability, gender, gender identity/reassignment, marriage/civil partnership (for discrimination), pregnancy/maternity, race (including ethnicity, colour or national origin), religion or belief, and sexual orientation.

In fulfilling these duties we are guided by nine principles:

1. All our learners, parents/carers, governors and staff are of equal value;
2. We recognise and respect difference and understand that treating people equally does not necessarily involve treating them all the same, as different people have different needs;
3. We foster positive attitudes and relationships, and a shared sense of belonging;
4. We observe good equalities practice in staff recruitment, retention and development;
5. We actively work to reduce and remove inequalities and barriers that already exist;
6. We consult and involve widely to ensure that those who are affected by our policies and activities are involved in the design of our work;
7. We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion and participation in public life;
8. As required by the Act, we base our practices on sound evidence and openness about the issues that face us – we maintain and publish information to show how we are meeting our duties and about our progress towards greater equality; and,
9. As required by the Act, we publish equality objectives, based on the evidence we have collected and the engagement with people from different groups, also taking into account national and local priorities and issues.

We recognise that the actions resulting from a policy statement such as this are what make a difference. Therefore we include in our School Development Plan how we shall pursue our objectives. We keep these under review and report annually on progress towards achieving them.

We ensure the nine principles listed above apply to the full range of our policies and practices. We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the nine principles.

Agreed by: Teaching & Learning Committee

Date : 27th February 2019

Review Date : March 2020