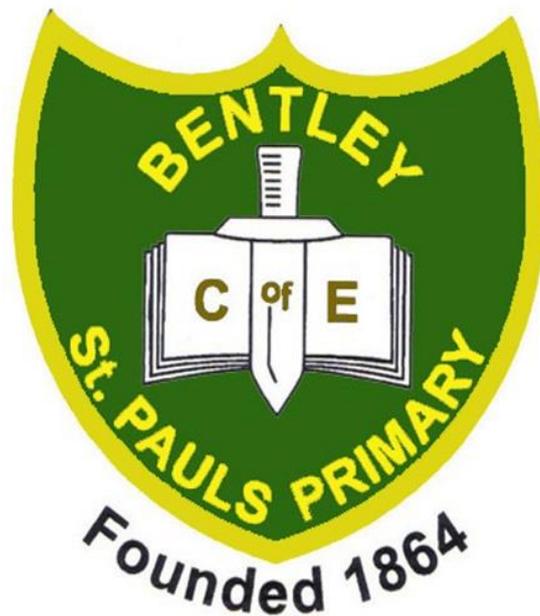


# BENTLEY ST PAUL'S C OF E PRIMARY SCHOOL

## PUBLIC SECTOR EQUALITY DUTY POLICY



*'Growing together in faith, love and trust, we will succeed.'*

Date of Policy: July 2017

Date of Review: July 2018

Date Ratified by FGB:

## **Public Sector Equality Duty**

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

- We try to ensure that everyone is treated fairly and with respect
- We ensure that through our curriculum, our class support and our extra-curricular activities we provide all our children with a fully inclusive education.
- We want to make 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 try to make sure 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 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.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of 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 affect, amongst others:

- Pupils from certain cultural and ethnic backgrounds
- Pupils who belong to low-income households and pupils known to be eligible for free school meals and those receiving Pupil Premium Funding
- Pupils who are disabled
- Pupils who have special educational needs
- Boys in certain subjects and girls in certain other subjects
- Pupils who have English as an additional language
- Pupils who are in Local Authority Care

**The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:**

- **Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.**

At Bentley St Paul's C of E 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. Many of these policies are available on the school website. All policies are available from the school office.

The termly head teacher reports 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 progress 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.

At our school, 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 and these are included in the school improvement plan. The plan is reviewed annually and action plans developed accordingly. At our school, we monitor the impact of any strategies and interventions that we put in place to ensure that they are meeting the needs of our pupils.

The school has an accessibility plan and this too is reviewed annually. A copy of this plan is available in the school office.

Our school has a vibrant and inclusive community. For us, fostering good relations is a strength and the atmosphere and ethos that is apparent on a day to day basis is remarked upon by visitors to our school. To maintain this, we use certain strategies to support us;

- Everyone in the school community is treated with respect and kindness. This is extended to our parents, the local community and any visitors.
- We offer a broad and balanced curriculum which reflects our own community and has a more global perspective too.
- Strong citizenship and PSHE curriculum
- School and class assemblies
- Celebratory events for all the major festivals
- Strong links with the local community and other local schools
- The school is currently developing links with schools beyond our own community
- Continuing commitment to the Every Child Matters agenda.

All Objectives are outlined in the School Improvement Plan and progress towards them is monitored by the Senior Leadership Team and reported to the Governing Body.

Objectives 2016/17
<p>1. To continue to close the gap between attainment for boys and girls across the school through development of engagement of boys in reading and writing. Much work has been done to support the boys a view to closing the gap in attainment. Whilst the boys' attainment has improved compared to last year the girls has too and as a result the gap has not decreased as much as we would like. On the whole attainment and progress in reading and writing has improved. We will continue to work on closing the gap between the boys and girls.</p>
<p>2. To increase the number of PPG children working at greater depth. The number of PPG children we have is small and we have worked hard to ensure that those PPG children achieve the best that they can. We have increased the number of PPG children working at expected, this year 100% of PPG children in year 6 achieved expected in reading and writing, with 80% (4 out of the 5) achieving expected in maths. 20% (1 out of the 5) achieved greater depth in reading and maths.</p>
<p>3. To ensure all groups of children access extra – curricular activities. All PPG children are given the option of private music lessons, and are encouraged to attend extra-curricular activities, these are paid for if requested.</p>
Objectives 2017/18
<p>1. To continue to close the gap between attainment for boys and girls across the school through development of engagement of boys in reading and writing.</p>
<p>2. To ensure all PPG children make at least expected progress, with a high percentage making more.</p>
<p>3. To ensure all groups of children access a broad and balanced curriculum which is well resourced.</p>