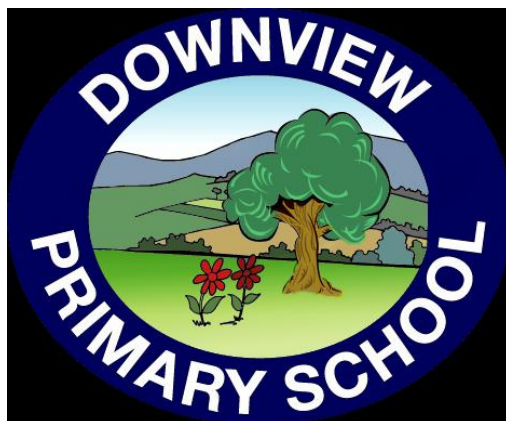


Equality Objectives and Public Sector Equality Duty



Lead member of staff	Head Teacher
Governor Committee	Finance and Staffing and FGB
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Aims

Public Sector Equality Duty

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.

Downview Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

The Equality Act 2010, which introduced the public sector equality and protects people from discrimination.

The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging
4. We observe good equalities practice in staff recruitment, retention and development
5. We have the highest expectations of all our children

Eliminating discrimination

Staff and governors are regularly reminded of their responsibilities under the Equality Act. New staff receive training on Inclusion and safeguarding as part of their induction and all staff receive refresher training every year.

We eliminate discrimination by:

- Implementation and review of our SEND Policy and our Access Plan
- Reporting, responding to and monitoring all racist incidents
- Our Behaviour and Anti-bullying Policies
- Regularly reviewing curriculum design to ensure that it reflects current guidance
- Understand human rights and fundamental British Values
- Teaching is of the highest quality to ensure children reach their potential
- Tracking pupil progress to ensure that all children make expected or better progress
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Ensuring that equality and diversity are embedded in the curriculum and In assemblies e.g. School council elections, Anti-bullying week, RE curriculum, British Values
- Providing a variety of extra-curricular opportunities for children to extend confidence

Equality Objectives

At Downview Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

Objective 1: To monitor and analyse pupil achievement by gender and disability and act on any trends or patterns in the data.

Objective 2: To raise levels of attainment in core subjects for vulnerable learners.

Objective 3: To review levels of parental and pupil engagement in school life and learning.