



**Fawkham CE Primary School**

**Policy for Public Sector Equality Duty Act**

**March 2020**

**Fawkham CE Primary School**  
**Public Sector Equality Duty Act Policy**

**We value diversity and promote equal opportunities for all.**

**PUBLIC SECTOR EQUALITY DUTY**

As we have fewer than 150 employees, our employee data will still be included in Kent published data and therefore is collated centrally. The data will be collated from the Kent payroll system. We encourage our employees to update their data on a regular basis.

Fawkham CE Primary School has an obligation under the Equality Act of 2010 as both an employer and a school which carries out a public function and service.

It is a legal requirement for the school to integrate and include consideration of Equality into day to day routines.

As set out in The Equality Act 2010 schools in the exercise of their functions must have due regard to:

1. Eliminating unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
2. Advancing the equality of opportunity between people who share a protected characteristic and those who do not.
3. Fostering good relationships between people who share a protected characteristic and those who do not.

**PROTECTED CHARACTERISTICS**

The protected characteristics for schools are:

1. Disability
2. Gender reassignment
3. Pregnancy and maternity
4. Race
5. Religion or belief
6. Sex
7. Sexual orientation

N.B. Age and marriage and civil partnership are NOT protected characteristics for schools although these do pertain to staff.

As required under the Equality Act, from 6<sup>th</sup> April 2012:-

Fawkham CE Primary School Equality Objectives are:

To ensure the performance of all vulnerable groups in the school is closely monitored and in particular:

- To ensure that the performance gap between boys and girls is monitored and any actions taken to minimize and close any gaps if they occur. (See current Gender equality scheme and action plan.)

- Ensure that the performance of disabled children is monitored and any actions taken to minimize and close any gaps if they occur. (See current Accessibility Action plan).
- Ensure that the performance of children from all ethnic groups is monitored and any actions taken to minimize and close any gaps if they occur. (See current Racial equality action plan).

All of the above will be reviewed in line with our Equal Opportunities policy and Community Cohesion Action Plan.

## **OBJECTIVES**

- To ensure all pupils have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum.
- To promote equality of opportunity by ensuring that teaching and learning promote equality, celebrate diversity and promote community cohesion by fostering good relations both within the school and the wider community.
- To ensure any form of discrimination, harassment or victimisation by or to any pupil or member of staff at Fawkham CE Primary School, is investigated.
- To ensure that no-one is unfairly or illegally discriminated against as a consequence of any of their protected characteristics.
- To ensure that all pupils and members of staff are fully involved in this policy and provision made by the school and that management accepts full responsibility for regular review and transparency.
- To identify and ensure that provision is made for any training requirements for staff and governors.

## **STRATEGIES**

The Parents, Carers and Governors of Fawkham CE Primary School will be fully involved and consulted about the provision outlined in this Public Sector Equality Duty.

All teaching and non teaching staff will attend training on identification of discrimination, harassment and victimisation as part of the school's continuing professional development.

Members of School Council will be asked for their views on implementing this duty and may assist in information gathering.

All diversity will be viewed positively and will become a resource for teaching, learning and the curriculum at Fawkham CE Primary School.

The positive achievements of all pupils will be celebrated and recognised.

In order to meet and exceed the general and specific duties of the Equality Act our aims as a whole school are:

- for all pupils to work in an ethos and atmosphere of dignity and fairness
- to secure and maintain excellent teaching, learning and assessment for all pupils
- to 'narrow the gaps' in achievement between different groups and national standards
- to ensure pupils are free from bullying including all types of prejudice-based bullying

- to deal with unacceptable behaviour and disruptions to learning
- to build a cohesive school community where all pupils can thrive and achieve their potential

Evaluating outcomes and provision:

### **Pupils' achievement**

In order to ensure that all pupils achieve their potential, we build up a comprehensive knowledge of each individual child. This is used to set targets for every child, for classes and year groups. Progress towards these targets is analysed systematically and regularly and this information is used to tailor provision by providing additional challenge and/or support.

Performance in external tests is also analysed using a range of data sets provided by Ofsted and the DfE and the local authority. Based on this analysis the school identifies priorities and objectives for achievable and measurable outcomes as part of the specify duty.

Data accumulated over many years provides very robust evidence that Fawkham CE Primary School successfully meets its duty to provide an excellent education for all pupils.

### **Behaviour and safety**

Behaviour and safety in our school are good to outstanding. The children have excellent attitudes to their learning and take a great pride in their work.

Bullying is rare but there are clear procedures for dealing with all bullying and particularly any prejudice-related bullying. Staff are trained to identify and deal with this effectively.

Surveys and discussions show that pupils feel safe from bullying, harassment and oppressive behaviour. There is a strong bond of trust between children and adults. The children are very confident to share any concerns and know that staff will address all issues of discrimination and prejudice quickly and sensitively.

Direct observations and school records show that the school is very successful in promoting excellent relationships at all levels.

### **Teaching**

Staff use a range of teaching and learning strategies in order to engage pupils of all abilities and learning styles. Where appropriate there is additional support and special provision for certain groups.

The curriculum covers equalities issues very well. Appropriate to age and stage of development pupils learn about issues such as prejudice, promoting community cohesion and understanding and appreciating diversity.

In the classroom practical issues such as seating and grouping arrangements support good relations and respect between different groups of pupils. Teaching materials in all subjects have positive images of all people including those with protected characteristics.

Lesson observations, scrutiny of pupils' work and other evidence demonstrates that all pupils have access to a rich and varied curriculum and their personal characteristics and learning needs are taken into account.

## **OUTCOMES**

All staff and pupils should feel safe from victimisation, harassment and discrimination and feel treated with equal regard.

Parents/Carers, Governors, Staff and Pupils will be actively involved in promoting diversity and equality.

Reasonable adjustments should be made to accommodate difference and promote equality.

Admissions, Safeguarding, Special Educational Needs, Equal Opportunities, Teaching and Learning, Anti-bullying and Exclusion Policies will be kept under regular review. They will be monitored with regard to promoting Equality and ensuring they comply with the Public Sector Equality Duty.

In addition, the school has a comprehensive set of policies covering all aspects of school life. In order to ensure that these support the spirit of the Equality Act and promote the Public Sector Equality Duty, the policies are subject to periodic review, with any revisions being made as necessary.

This policy will be reviewed regularly and updates given to Governors, in line with any new information and guidance that becomes available.

Written by: Miss Mandy Bridges (Headteacher)

To be reviewed: March 2024

Signed..... Date.....  
(Chair of Governors)

Signed..... Date.....  
(Headteacher)