“Arden Primary School is committed to protect and safeguard the children entrusted in their care, and expects all staff and volunteers to share this commitment.” (DSL/SLT2017/2018)
Arden Primary School

Arden is a safe and creative environment: a happy, positive, vibrant and forward-thinking community where each child and adult is valued and able to learn play and achieve.

Public Sector Equality Duty Policy

2018 - 2020

<table>
<thead>
<tr>
<th>Responsible Person:</th>
<th>Head Teacher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Updated April 2018</td>
<td>Approved: Spring 2018</td>
</tr>
<tr>
<td>Review date:</td>
<td>Date SPRING 2020</td>
</tr>
</tbody>
</table>

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POLICIES AND BRITISH VALUES

In line with our School Development Plan, Arden Primary School believes in equal opportunities for all. An education that focuses on Mathematics, English and life skills will best serve our pupils to face the challenges of Twenty First Century life. We acknowledge the expectation that the key British Values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs, will be routinely emphasised as part of school life, both inside and outside the classroom. It is the expectation that all our pupils who leave Arden in Year 6 will have a balanced view of society and its differences and be an advocate for equality.

GUIDANCE IN THE PUBLIC SECTOR EQUALITY DUTY

Areas to Consider:

- The Equality Act 2010
- Protected Characteristics
- Discrimination
- Harassment
- Victimization
- Admissions of Students
- Exclusions of Students
- Safeguarding and Bullying

PUBLIC SECTOR EQUALITY DUTY

Arden 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.

Compliance with the Public Sector Equality Duty by 31st December 2011 is a legal requirement and requires schools to integrate and include consideration of Equality into day to day routines at Arden Primary School.

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

1. Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relationships between people who share a protected characteristic and those who do not.
PROTECTED CHARACTERISTICS

The protected characteristics for the schools provisions are:

1) *Age
2) Disability
3) Gender reassignment
4) **Marriage and civil partnership
5) Pregnancy and maternity
6) Race
7) Religion or belief
8) Sex
9) Sexual orientation

For schools, *age is not a protected characteristic in the equality duty in relation to education or the provision of services, it is included however in relation to staff. **Marriage and civil partnership are also protected characteristics but only in relation to employment.

This policy is written to harmonise our existing Gender, Race and Disability Policies into one and to further include gender reassignment, sexual orientation, pregnancy and maternity and religion or belief.

OBJECTIVES

• To ensure that all pupils have equal access to an appropriate, 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 investigate any form of discrimination, harassment or victimisation by, or to, any pupils or member of staff at Arden Primary School.

• 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 training requirements in this very important area and allocate budget funding as required.

STRATEGIES

• Appropriate stakeholders of Arden Primary School will be fully involved and consulted about the provision outlined in this Public Sector Equality Duty.

• Members of the Leadership Team will seek guidance from the Local Authority on how and when to undertake Equality Impact Assessments at appropriate intervals to identify any areas of concern.
“Arden Primary School is committed to protect and safeguard the children entrusted in their care, and expects all staff and volunteers to share this commitment.” (DSL/SLT2017/2018)

- 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 the Pupil Voice will be asked for their views on implementing this duty and may assist in information gathering.
- All diversity will be viewed positively and become a resource for teaching, learning and the curriculum at Arden Primary School.
- The positive achievements of all pupils will be celebrated and recognised.

OUTCOMES

- All staff and pupils should feel safe from victimisation, harassment and discrimination and feel treated with equal status.
- The involvement of Parents and Governors to enhance equality wherever possible.
- The involvement of all children in promoting diversity and equality.
- Reasonable adjustments should be made to accommodate difference and promote equality by all members of staff.
- The Equality Impact Assessment results (although not a statutory requirement) are acted upon as quickly as possible.
- Admissions, Safeguarding, Special Educational Needs, Disability, Teaching and Learning, Bullying, and Exclusion Policies are kept under regular review with regard to promoting Equality and remaining within the Public Sector Equality Duty.
"Arden Primary School is committed to protect and safeguard the children entrusted in their care, and expects all staff and volunteers to share this commitment." (DSL/SLT2017/2018)

**Action Plan for 2018/20**

An objective will be reviewed annually.

**Proposed Equality Objectives 2018-2020**

<table>
<thead>
<tr>
<th>Area of Equality Act: Eliminating discrimination and other conduct that is prohibited by this act</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activity/Action-Who</strong></td>
</tr>
<tr>
<td>Faculty Leads and other coordinators who have areas of responsibilities to:</td>
</tr>
<tr>
<td>• Review whole school policies and procedures to ensure that they are in line with this act.</td>
</tr>
<tr>
<td>CPD for:</td>
</tr>
<tr>
<td>• All Teaching and non-teaching staff on identification of discrimination, harassment and victimisation</td>
</tr>
<tr>
<td>SENCO to:</td>
</tr>
<tr>
<td>• review SEN Three-year Accessibility Plan Nov 2017-2020</td>
</tr>
<tr>
<td>• Review and update SEN policy</td>
</tr>
<tr>
<td>Staff to:</td>
</tr>
<tr>
<td>• focus on teaching that enables pupils to understand the complex nature of gender identity and equality</td>
</tr>
</tbody>
</table>
**Area of Equality Act: Fostering good relations across all characteristics**

<table>
<thead>
<tr>
<th>Staff to:</th>
<th>SENCO/EAL/ICT:</th>
<th>Implement by September 2018 (this will be an ongoing provision)</th>
<th>Time</th>
<th>SENCO</th>
</tr>
</thead>
<tbody>
<tr>
<td>fully embrace and integrate newly arrived pupils, particularly those who do not have English as their first language.</td>
<td>Social Interaction groups to be established for these children. Speaking and listening language IT programs to be available for children to use in class, and the impact measured. Coffee mornings/workshops for newly arrived parents.</td>
<td>As required through EBM</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Staff to:**
- promote under-represented groups, including ethnic minorities and those with disabilities, to enrich our already diverse school community.
- We will endeavour to invite/encourage a wider range of people to join in discussions, debates, present events to create a more inclusive representation of society.
- Multi-sports extra-curricular activities
- Creative Friday
- FOA to hold events

By July 2019 | Time | SUBJECT LEADS SMT |
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