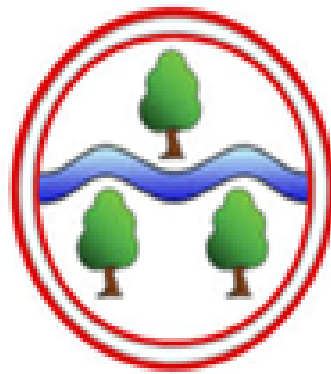


GHYLLGROVE PRIMARY SCHOOL



Equality and Equality Objectives Policy

Reviewed by the Governors: Autumn 2026

Date to be reviewed: Autumn 2028

At Ghyllgrove Primary School our vision is for every child come first, and our priority is to deliver high quality teaching and learning whilst at the same time providing rich and enjoyable learning experiences for our community of children. Everything we do as school is to ensure that the children achieve their very best. We are deeply aware that children only get one chance at their primary education and it is our job to ensure that they all reach the highest levels of personal achievement and development.

In order to comply with the Public Sector Equality Duty (PSED), schools must publish their equality objectives statement – a declaration of aims that ensures equality for all members of the school's community.

This duty has 3 aims under the general duty for schools, academies and settings:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.
- Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Ghyllgrove Primary School welcomes its duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

Ghyllgrove Primary School has considered how well we currently achieve the aims of the Public Sector Equality Duty with regard to these nine protected equality groups.

In compiling this equality information, we have:

- Identified evidence already in the school setting of equality within policies and practice and identified gaps.
- Examined how our school engages with the protected groups, identifying where practice could be improved.
- Analysed our effectiveness in terms of equality.
- Developed an Accessibility Plan aimed at increasing the extent to which disabled pupils can participate in the school's curriculum which includes improvements to the physical environment.

Ghyllgrove Primary School aims to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it has
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. Our pupils are taught to be:

- Understanding of others
- Celebratory of cultural diversity

- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

The schools' employees will not:

- Discriminate against any member of the school community
- Treat other members of the school community unfairly

The school's employee's will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality. We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action. Prejudice is not tolerated and we are continuously working to promote an accepting and respectful environment for our school community.

How does Ghyllgrove Primary School comply with the Public Sector Equality Duty?

The school has a range of policies and initiatives which make explicit the school's commitment to actively promoting equality of opportunity for all:

- British Values
- Accessibility Policy
- SEND policy
- Behaviour policy
- Relationships and Sex Education Policy

Ghyllgrove Primary School prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply with the Public Sector Equality Duty. Themes that are explored in assemblies and lessons that we give to all of our pupils this provides the opportunity to discuss and explore the values that underpin the PSED.

Equality objectives Under the Public Sector Equality Duty (PSED) schools are required to set Equality Objectives and our published information must be updated.

Objective 1: Analyse statistical data (admissions, attendance, attainment) to ensure that there are not any trends that could be the cause of discriminatory behaviour or actions

Objective 2: Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community

Objective 3: Review relevant school policies to ensure they clearly reflect the aim of inclusivity

Objective 4: Improve the representation and diversity within our curriculum to ensure that equality and inclusion issues are embedded