

HINTON ST GEORGE CHURCH of ENGLAND FIRST SCHOOL

'Let Your Light Shine'



EQUALITY DUTY STATEMENT

Date Adopted: January 2020

Frequency of Review: Every Three Years (Review annually to check still relevant)

Next Review Date: January 2023

Signed _____

on behalf of the Governing Body

Equality Act 2010 Public Sector Equality Duty (PSED)

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED). The PSED, extends schools equality duties to all 'protected characteristics' which are race, disability, sex, age, religion or belief, sexual orientation, pregnancy, maternity, gender reassignment. (These are referred to as 'characteristics' in the policy below).

Characteristics of our School

Hinton St George First School has a lower proportion of children who are of a background other than white British compared with national statistics. Our school is also just below average for children with special educational needs. Despite these statistics, Hinton St George First School is a place where all children no matter what their background, ability or race are catered for equally. We strive to make provision for every child's individual need(s) whatever they may be. So for example, where a child may come to our school with a specific need such as having to access the curriculum while simultaneously mastering the English language, we will support that child in specific ways to ensure their learning is relevant and their experience is enjoyable.

Attainment

Our school results show that we score well above the national average for all groups of children irrespective of their gender or ethnicity. We will be looking at ways to ensure that our proportion of our disadvantaged children who reach the expected standard or above in all tested or teacher assessed areas is increased as far as possible to 100%.

In carrying out their functions, Hinton St George First School will have due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics, and between people who share a protected characteristic and people who do not share it.

The Duty in practice In Hinton St George First School this means:

- We will have due regard when making a decision or taking an action, and will assess whether it may have implications for people with particular protected characteristics.
- We will consider equality implications before and at the time of developing policy and taking decisions, not as an afterthought.
- We will integrate PSED into the carrying out of the School's functions.
- We will carry out the analysis necessary to comply with the duty seriously, rigorously and with an open mind.

We will also endeavour to:

Foster Good Relations Between People

We always seek to ensure that our school community at Hinton St George First School is a welcoming and comfortable environment for all who come here. We want to foster an open environment where people feel they are being treated with dignity and respect. We make sure that all of our pupils feel equally important whatever stage of their schooling and actively promote their involvement through such bodies as our school council where they can have a voice and make practical suggestions on whole school improvement issues. Our school has strong community links, and we ensure that we always look for opportunities to invite the community into school. Musical performances, Learn Together Mornings and Family Learning sessions are examples of how we seek to develop links that involve our parents and local community in the kind of learning which takes place in our school. We are a school which takes care to consult parents on a range of issues; questionnaires are an examples of how we gauge parental opinion. We are then able to act on suggestions to ensure that everyone in our school has equal and fair access to the very best education possible.

Eliminate Unlawful Discrimination, Harassment and Victimisation

We take very seriously any of these issues and closely monitor any incidents involving bullying of any kind. Incidences of bullying are rare in our school but where they do occur, they are dealt with swiftly. The school does not tolerate unlawful discrimination, harassment or victimisation of any kind and if it does occur, works rapidly with the relevant people and organisations involved in order to resolve the issues at hand.

Hinton St George First School's Equality Act 2010 Objectives.

For 2020-23 the School intends to work towards the following objectives:

1. To ensure that we increase attainment at the expected standard in both reading, writing and maths of children eligible for free school meals over the next 3 years.
2. We will promote an atmosphere of mutual respect and tolerance through the work carried out on British Values and our Christian Values.