



Burford Primary School

'Respect, Aspire, Achieve'

Public Sector Equality Duty

Policy created by: A Clark, Headteacher

Approved by Governors: May 2022

1. Policy Statement

- To support our vision of *Respect, Aspire, Achieve*, our school aims to meet its obligations under the public sector equality duty by having 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 – between people who share a protected characteristic and people who do not share it

2. What is the Public Sector Equality Duty (the PSED)?

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are-

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy and maternity
- age (although this does not apply to children in school)
- marriage and civil partnership

3. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty 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
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

4. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated annually with the objectives renewed every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Identify any staff training needs, and deliver training as necessary
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out below.

5. Eliminating discrimination

- The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
- Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

6. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Monitor attainment data each academic year showing how pupils with different characteristics are performing
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school activities)

In fulfilling this aspect of the duty, the school will:

- Analyse data to determine strengths and areas for improvement. Implement actions in response.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of discriminatory language being used)

7. How Burford Primary School complies with the Public Sector Equality Duty

The school has a range of policies which make explicit the school's commitment to actively promoting equality of opportunity for all. The main policies that deal with equality of opportunity are:

- Accessibility plan

- SEND policy
- Behaviour and anti-bullying policy
- Curriculum documents

Burford 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 to the Public Sector Equality Duty. Some of these are;

- Active promotion of our vision of *Respect, Aspire, Achieve*, ensuring that this is shared in an inclusive way
- Promoting the rights of each individual as outlined in the United Nations Charter through our ethos, behaviour policy and curriculum content.
- Promoting tolerance, individual liberty, friendship and understanding by actively promoting British Values through assemblies and throughout the curriculum
- Promoting tolerance, mutual respect and understanding through our teaching of RE and assemblies. Working with the community by inviting in leaders of local faith groups to speak in assemblies and deliver class workshops.
- Promoting tolerance and mutual respect throughout the curriculum, ensuring that a wide range of cultures are explored through all subjects
- Taking steps to meet the needs of individuals – for example, promoting friendship groups
- Promoting inclusion, tolerance, friendship and understanding through different aspects of our curriculum. This includes teaching in RE, PSHE and other subjects. In English, a variety of text from a range of cultures will be used. Scientists, historians, artists, poets, engineers and designers who represent the protected characteristics will be embedded within the updated curriculum.
- Disability awareness promoted throughout school
- Ramp and access to the school premise and building eg toilets.
- Leading on assemblies to explore and deal with relevant and current issues
- Fundraising for charities
- Monitoring and evaluating the attainment and progress of all pupils; looking at the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it.
- Supporting all staff and children to achieve
- Interventions to maximise the progress of all groups of children
- Encouraging children who have a particular character to participate fully in all activities – for example; after school clubs and lunchtime opportunities
- Curriculum trips that meet the needs of all children
- Reducing perceived gender differences across the school
- Active promotion of the behaviour and anti-bullying policy
- Pupil participation in school activities such as the school council; ensuring that is formed of pupils from a range of backgrounds.

8. Protected Characteristics at Burford Primary School.

In line with our staunch commitment to equality at Burford Primary School, we track the individual progress of every child, and we are very ambitious for the success of all our learners.

In a small school like ours, it is possible to track the performance of children based on gender as the sample size is large enough to be statistically valid. In May 2022 we found the following:

Reading

Males slightly outperform females in reading.

Writing

Attainment in writing is broadly the same in males and females.

Mathematics

Attainment in mathematics is broadly the same in males and females.

We track the individual progress of all pupils including those with other protected characteristics. We are confident that the inclusive ethos of our school ensures that we are meeting fully our commitment to equality at Burford Primary School. We will continue to monitor our provision to ensure the best outcomes for all pupils at each phase of their time with us.

9. Equality objectives (2022-2026)

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives. Our published information must be updated annually and objectives published at least once every four years.

Objectives are currently out to consultation with our parents and carers.