

PUBLIC SECTOR EQUALITY
DUTY
SHIREMOOR PRIMARY SCHOOL



School

Public Sector Equality Duty Shiremoor Primary School

Rationale

Shiremoor Primary School will abide by the provisions of the Equality Act 2010 and has developed this Equality Statement to help us meet our Public Sector Equality Duty (“Equality Duty”) under the equality Act 2010. The Equality Duty makes sure public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

We are committed to giving due regard to equal treatment and opportunity for all staff, pupils and members of the wider community. We do all that we can to eliminate discrimination and foster good relations amongst all connected with the school.

The Equality Act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly.

They are:

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

Equality Duty

The equality Duty has two parts – the general duty and the specific duties. The general duty requires us to consider how our policies, practices and day-to-day activities impact on students and staff. We must have due regards to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and those who do not share it.

The specific duties require us to: publish information (Equality Analysis) to show how we are complying with the Equality Duty. This will be updated annually; and prepare and publish Equality Objectives. We will publish objectives at least once every four years.

Shiremoor Primary School serves an area of some social deprivation. Currently there are 359 pupils in our main school and 82 in our Nurseries including 15 in our funded 2’s Nursery.

21% of the children are Free School meals which is less than the national average of 27%. The number of children eligible for Pupil Premium is 29%.

The Percentage of EAL children stands at 5% and the percentage of SEND children is 14%.

Objectives

To narrow the gap in attainments between different groups

Rigorously monitor the progress of all groups, to clearly identify any underachievement in performance and adjust provision to support progress. This information is monitored by the senior leadership team and key staff alongside the Governing Body.

To promote Spiritual, Moral, Social and Cultural Development

These will be achieved through daily assemblies and through the PHSCE curriculum/SEAL sessions. Giving children an awareness of different cultures, religions and beliefs through an enriched curriculum. Ensuring children do not use homophobic language and that any incidents are dealt with immediately.

To ensure that pupils are punctual and attend school consistently

Registers are checked on a daily basis and where there is concern the Lead Learning Mentor will work with families to help families improve

To ensure teachers in school differentiate activities in order that individual pupils can achieve

Planning is checked and books scrutinised by the Senior Leadership Team and co-ordinators to ensure that all activities are differentiated where relevant.

To provide additional support for vulnerable children who are at risk of underachieving

Classroom support staff to support these children through intervention and in class support.