

## Sherwood Primary School

### Equality Information and Objectives 2018-2021

At Sherwood Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.



#### **Public Sector Equality Duty**

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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** between people who share a protected characteristic and people who do not share it.

Sherwood Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

#### **Key principles**

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

#### **Information on pupils by protected characteristics**

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

It is our aim to give careful consideration to equality issues in everything that we do at Sherwood Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010. We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

### **Equality Objectives**

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

**Objective 1:** To monitor and analyse pupil achievement by race, gender, socio-economic background and disability and act on any trends or patterns in the data that require additional support for pupils.

**Objective 2:** To develop Sherwood's curriculum offer to:

- promote a positive self-image in all children and to respect their individuality, providing for all pupils according to their needs
- ensure equality of opportunity permeates the whole curriculum and ethos of the school
- deliver Sherwood's curriculum, ensuring it contains non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture or religion
- include in resources: books, materials and equipment that are multicultural and non-sexist, providing positive images of all groups
- ensure that the organisation of the school is sensitive to the needs of all
- acknowledge the richness and diversity of the Sherwood Community and British Society and to help prepare children for their part in that society
- promote cultural diversity and understanding through a rich range of experience, both in and beyond the school.

**Objective 3:** To review levels of pupil engagement in enrichment opportunities to ensure equity and fairness in access and engagement.

### **Policy Approval and Review**

Approval date: October 2018

Review date: October 2021

Signed (Headteacher):

Signed (On behalf of the Governing Body):