

Public Sector Equality Duty at Collaton St Mary Primary School

The **Public Sector Equality Duty** requires our school to publish information about Equalities.

The **Equality Act 2010** clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics – school must take into account when publishing information

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender

There are also 2 other protected characteristic that schools do not have a direct duty.

- Age
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve:

General Duties

The three aims of the Public Sector Equality Duty are to:

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

**Collaton St Mary C of E Primary School – Public Sector Equalities Objectives
November 2016 to be reviewed annually**

Objective	Which protected group(s) will this most affect?	How will we know we have achieved the objective?	Lead and other key players	Actions Annual Red/Amber/Green rating
<p>The achievement of children who are entitled to Pupil Premium will be at least in line with 'others' nationally.</p> <p>(Service Children, Free School Meals and Looked After children)</p>	<p>Pupils in receipt of Pupil Premium</p>	<p>End of key stage data will demonstrate that these groups achieve at least as well as their peers in the 'others' group nationally</p>	<p>Claire Platt Cristy Nelson</p>	<p>All teachers and Teaching Assistants to know who the children with PP are in their class, and to understand the potential barriers to learning.</p> <p>Teachers and TAs to target children in receipt of PP regularly to ensure that these children do not fall behind their peers.</p> <p>Progress should be tracked carefully at least once each term.</p> <p>Should a child in receipt of PP fall behind, then they should have additional intervention from either the class teacher or a TA.</p>
<p>All children will be safeguarded from bullying.</p>	<p>All children (prevention)</p> <p>Children who have been victims of bullying Children exhibiting bullying behaviour</p>	<p>Instances of bullying are rare or non-existent.</p> <p>When an instance of bullying is identified, this is appropriately dealt with and the situation is eradicated over time.</p>	<p>Cristy Nelson Catherine Willcocks Nicky Postlethwaite Sarah Gilson</p>	<p>Annual review of anti-bullying policy to involve all stakeholders.</p> <p>Bullying will be a regular agenda item in school council meetings – at least once a term.</p> <p>Mark anti-bullying week annually.</p> <p>Regular online safety lessons – at least once a year in each class.</p> <p>Bullying topic of PSHCE lessons regularly in all classes, especially if there has been an incident.</p>
<p>To raise awareness of cultural diversity in modern Britain and to ensure that all children are prevented from radicalisation.</p>	<p>All children All staff All members of the community</p>	<p>Children are able to articulate how they are part of a multi-cultural Britain.</p> <p>There is an ethos of tolerance and respect</p>	<p>Cristy Nelson Sarah Gilson</p>	<p>Use of school council to raise awareness of current affairs linked to cultural diversity, prevent agenda and democratic parliamentary system – at least once each term.</p> <p>Positive examples of a variety of cultures will be added into all curriculum areas when appropriate at least once a term – but particularly into PSHCE and RE.</p>

		<p>for diversity.</p> <p>Pupils are aware of radicalisation and extremism, and are able to protect themselves from this.</p>		<p>Collective worship will include regular references to other faiths, and cultural diversity, as well as to consider how British values underpin our school values.</p> <p>Annual diversity week?</p> <p>Capitalise on opportunities within school and further afield to celebrate diversity e.g. families from other cultures, people from the local community to enhance curriculum, places of worship.</p>
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