



Theale C of E Primary School

Equalities statement and objectives

At Theale CE Primary School the children come first. They are central to every decision made in school. We will ensure that our children are happy and successful. They will grow to be ambitious and resilient and their talents will be nurtured so they become highly skilled. Our children will be courageous and always behave with integrity.

“And you shall love the LORD your God with all your heart, with all your soul, with all your mind, and with all your strength.’ This *is* the first commandment. And the second, like *it*, is this: ‘You shall love your neighbour as yourself.’ There is no other commandment greater than these.” *Mark 12: v 30-31*

“I have come that they may have life and that they may have it more abundantly.”
John 10:10

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Equalities statement

At Theale CE Primary School we recognise our duty under the Equality Act 2010.

Everyone has the right to be treated with dignity and respect.

The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation, and age.

The Equality Act 2010 also requires public bodies such as schools to have due regard to the need to:

- eliminate discrimination and other conduct that is prohibited by the Act
- 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.

Definition of ‘due regard’ in schools

- Decision makers in schools must be aware of the duty to have “due regard” when making a decision or taking an action and must assess whether it may have particular implications for people with particular protected characteristics.
- Schools should consider equality implications before and at the time that they develop policy and take decisions, not as an afterthought, and they need to keep them under review on a continuing basis.
- The Public Sector Equality Duty (PSED)(sometimes referred to as the ‘general duty’) has to be integrated into the carrying out of the school’s functions, and the analysis necessary to comply with the duty has to be carried out seriously, rigorously and with an open mind – it is not just a question of ticking boxes or following a particular process.
- Schools cannot delegate the responsibility for carrying out the duty to anyone else.

Schools have a responsibility to:

- publish equality objectives every four years,
- publish information annually to demonstrate their compliance with the general Equality Duty,
- publish information relating to their employees and others affected by their policies and practices.

Public bodies with fewer than 150 employees are not required to publish information on the effect of their policies and practices on their workforce.

A school’s published information should include:

- information on the effect that their policies and practices have had on employees, service users and others from the protected groups,
- evidence of the analysis undertaken to establish whether their policies and practices will (or will have) furthered the three equality aims in the general equality duty,

- details of the information used in that analysis,
- details of engagement with people with an interest in the aims of the duty.

This information must be published in a way that is accessible to the public.

Our Commitment

Deciding on, and meeting our Equality Objectives requires ownership by Governors, Senior Leaders, all staff, the school community and children. This document is to help us focus on the outcomes that matter to the people who use our school and its services and our local community; and to ensure that our services are accessible and delivered effectively. We need to be able to demonstrate what we have done and what we plan to do to improve opportunities and outcomes for pupils, staff, parents and other users of the school. Our success in meeting our objectives will be monitored and delivered through the governors' role, school improvement processes and our self-evaluation processes.

Our Vision and Aims for Equality and Diversity:

We will treat all members of the Theale CE Primary School community fairly.

The school aims to:

- promote high expectations of each child's abilities,
- instil a love of learning through a creative approach,
- ensure that all children have equal access to the curriculum,
- create a safe, caring and welcoming environment for the children and to develop closer ties with parents/carers,
- value and appreciate ourselves and others, both in our school and the wider community,
- value and respect the diverse cultural and religious backgrounds of all people,
- share a healthy attitude to life,
- prepare ourselves for the future,
- we will vigorously tackle discrimination wherever found and work to create good relationships in school between people who share protected characteristics (race, gender, religion or belief, sexual orientation, disability or special educational needs (which will include the needs of the most able), pregnancy and maternity and gender reassignment) and those who do not.

The school recognises the need for children to learn within an environment that promotes a positive ethos, raises achievement and alleviates any potential disadvantage experienced by those with a protected characteristic.

We will ensure that every child irrespective of protected characteristic is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every child has access to the necessary teaching and support required to enable them to achieve their highest potential. We will ensure that the school's procedures for disciplining children and managing behaviour are fair, effective and equitable.

Our intention is to endeavour that the adults working or volunteering in the school are from diverse groups. We believe this provides a good role model for our pupils.

We will involve children, staff, parents, carers, governors and communities in the development of our objectives. The aim is to ensure that we meet the needs of people from all ethnic backgrounds, all religions and beliefs, all ages, all genders, sexual orientations and abilities.

Roles and responsibilities, commitment and accountability

Equality issues will be embedded into the work of this school by:

- paying due regard to equality issues within all our key policies, planning, decision making processes and performance management ,
- ensuring that our planning contributes towards our equality objectives,
- ensuring that arrangements are in place to monitor and report on our progress against our objectives,
- ensuring that we engage effectively with our pupils, staff, parents and local communities in planning, delivering and monitoring the objectives.

Diversity Information Report (updated April 2022)

Theale CE Primary School has:

- 337- children on roll with 46% girls and 54% boys,
- 9 male members of staff out of a total of 73 current staff,
- 19% of the pupils at this school are of ethnicity other than White British,
- 15% of the pupils are eligible for Free School Meals,
- 18% of pupils are eligible for Pupil Premium funding,
- 20% of pupils receive Special Educational Need support (including Education Healthcare Plans- 5%).

Equality Objective outcomes 2018-21

Equality objective 1:

To strive to ensure that pupils from low-income families achieve at least the same standards as the average of their non-PPG peers from Yr 3, and exceed national levels for PPG pupils at KS2.

Although the gap has narrowed between the attainment of PPG children and their peers there is still work to do. Covid has had a significant impact on all children but particularly those who are disadvantaged. This will continue to be a focus for us.

Equality objective 2:

To develop a Life Skills Programme to ensure opportunities are made to teach children about the nature of discrimination and protected characteristics.

This objective has been achieved, we have a well-established Life Skills Programme that is delivered across the whole school to all children. It includes specific teaching about

discrimination and is also compliant with the new relationships education requirements, a new government initiative since we set our objective.

Equality Objectives 2022-2025

Equality objective 1:

To monitor and promote resources and curriculum content which will reflect and validate all children's families and cultures. This will ensure that all children access materials and teaching that is relevant to them and their lives.

Equality objective 2:

Refocus on closing the gap for vulnerable or disadvantaged children, following COVID-19 lockdown periods. This will include ensuring well-being and mental health needs are identified and supported.