

Shustoke Cof E Equality Objectives

Shustoke C of E Primary School is committed to promoting equality, celebrating diversity and ensuring that every member of our school community feels valued, respected and able to participate fully in school life.

We recognise our responsibilities under the **Equality Act 2010**, including the **Public Sector Equality Duty (PSED)**, which requires schools to have due regard to the need to:

1. **Eliminate discrimination, harassment, victimisation, and any other prohibited conduct.**
2. **Advance equality of opportunity** between people who share a protected characteristic and those who do not.
3. **Foster good relations** across the school community.

At Shustoke Primary School, we are committed to comply with the Public Sector Equality Duty through our equality objectives, detailed below.

Regular Review of Policies

Conduct regular reviews of all relevant policies (e.g., behaviour, anti-bullying, recruitment) to ensure they promote equality and eliminate discrimination.

Staff Training

Provide ongoing training for staff on the Equality Act and best practises for promoting equality and inclusion within the school. Staff receive are vigilant to recognise and challenge bias, celebrate diversity and support pupils with protected characteristics.

Reasonable Adjustments

Implement reasonable adjustments for pupils with disabilities to ensure they can fully participate in all school activities.

Data Analysis and Monitoring

Regularly analyse attainment data and other relevant information to identify any disparities among pupils with different characteristics, and take action to address these.

Equality Objectives

Set specific, measurable equality objectives based on data analysis to target areas for improvement, such as increasing participation in extracurricular activities among underrepresented groups.

Inclusive Curriculum

Ensure the curriculum reflects a diverse range of perspectives and cultures, promoting understanding and respect among all pupils. Our school actively promotes equality by ensuring that all pupils, regardless of background or need, have equal access to high-quality teaching, resources and opportunities. Our curriculum includes opportunities to learn about different cultures, beliefs and identities, helping pupils develop respect and understanding.

Engagement with Stakeholders

Actively engage with parents, pupils, and community members affected by inequality to gather feedback and inform school policies and practises. Pupil voice is actively encouraged so children can share their experiences, contribute to decision-making and help us to ensure inclusivity across the school. We work closely with parents, carers and external agencies to ensure all pupils feel safe, valued and represented.

Promotion of British Values

Embed British Values, such as tolerance and respect, within the school's ethos and daily practises to foster good relations among pupils of different backgrounds.

Support for Vulnerable Groups

Develop targeted support programmes for vulnerable groups, such as those experiencing bullying or those from minority backgrounds, to enhance their school experience. School analyses data on attainment, behaviour and attendance to identify gaps and take action to remove barriers to learning.

Monitoring and Reporting

Establish a system for monitoring incidents of discrimination and bullying, ensuring that these are reported and addressed promptly.

At Shustoke Church of England Primary School, our vision and values guide our commitment to fostering an inclusive environment where discrimination has no place. We expect all staff members to conduct themselves in a manner that is free from discrimination and to be vigilant in avoiding actions that could be perceived as such by our community.

We maintain current and ratified policies that clearly communicate our zero-tolerance stance on discrimination. These include our staff code of conduct, positive behaviour policy, anti-bullying policy, safeguarding measures and child protection protocols.

Recognising our legal obligations, we are dedicated to making reasonable adjustments to eliminate barriers faced by individuals with disabilities.

Our governing body and school leaders are committed to ensuring that all aspects of employment, such as recruitment, promotion, training opportunities, pay and benefits, disciplinary actions and redundancy selection, are free from unlawful discrimination.

We actively promote discussions around equality through a structured PSHE curriculum, assemblies and collective worship, workshops, and educational visits. These initiatives help instil the British Values and our school values, ensuring that our pupils understand and embody the principles of equality and respect.