

# Equality Objectives – September 2023

# At Mylor Bridge Primary School, we welcome our duties under the Equality Act 2010. We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. The school’s general duties, with regards to equality are:

# Eliminating discrimination.

# Fostering good relationships.

# Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

* Sex
* Age
* Race.
* Disability.
* Religion or belief.
* Sexual orientation.
* Gender reassignment.
* Pregnancy or maternity.
* Marital/civil partnership status

**General Duty**

Public bodies including schools and settings have a general duty to have due regard when making decisions and developing policies:

* To eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
* To advance equality of opportunity between people who share a protected characteristic and people who do not share it.
* To foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

**Specific Duty**

To help schools and maintained EYFS settings in England meet the general equality duty, there are two specific duties that they are required to carry out. These are:

* To publish information to demonstrate how they are complying with the equality duty.
* To prepare and publish one or more specific and measurable equality objectives.

At Mylor Bridge Community Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all. At Mylor Bridge Community Primary School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

**Equality in Teaching and Learning**

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

* Ensuring equality of access for all pupils and preparing them for life in a diverse society
* Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
* Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
* Seeking to involve all parents in supporting their child’s education
* Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

**Equality in Admissions and Exclusions**

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

**Equal Opportunities for Staff**

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community. The school publishes an accessibility plan setting out how we make improvements in accessibility for those with disabilities.

**Public Sector Equality Duty (PSED) Statement**

At Mylor Bridge Community 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. 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 and disability and act on any trends or patterns in the data that require additional support for pupils.**

To be monitored by headteacher and reviewed annually by the Governing body in the Summer Term.

**Objective 2: To raise levels of attainment in core subjects for all learners.**

To be monitored by the headteacher and reviewed annually by the Governing body in the Summer Term.

**Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.**

To be monitored by the headteacher and reviewed annually by the Governing Body in the Summer Term.

Mylor Bridge Primary aims to promote pupils’ spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity. We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school.

As an inclusive and respectful community, we are committed to ensuring equality for all. We demonstrate this by:

* Being respectful to all community members.
* Always treating all members of the school community fairly.
* Teaching an understanding of diversity and the benefits it has.
* Adopting an inclusive attitude.
* Planning for and adopting an inclusive curriculum that is accessible to all.
* Encouraging compassion and open-mindedness.
* Tackling discriminatory thinking and language.