

Our school is committed to providing equality of opportunity to all governors, staff, parents and pupils, recognising the unique contribution of each to the common good.

Scope & Purpose: This policy is intended to provide guidance to the governing board and staff regarding the public sector equality duty and our equality objectives.

On 5 April 2011 the PSED came into force in England, Scotland and Wales. This duty replaced the previous Race, Disability and Gender Equality Duties.

Hatherley Infant School fully supports the three aims of the General Duty, which are:

- 1) **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- 2) **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- 3) **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

In law, the 8 protected characteristics/groups are: Age (as an employer-but not applicable to pupils); disability; sex; gender reassignment; race; pregnancy and maternity; religion or belief; sexual orientation.

In upholding the Equality Duty we will:

- 1) Publish equality information where appropriate, to provide as clear a picture as possible of how we have due regard for the need to eliminate discrimination and harassment, advance equality and foster good relations.
- 2) Ensure that all policy documentation provides evidence of equality within policies and practice.
- 3) Prepare and publish equality objectives at least every 4 years after considering the 8 protected characteristics.

Equality Objectives:

Our equality objectives for 2020-2023 are to:

- Ensure additional support and opportunities are offered to EAL pupils and families in order to promote reading and develop comprehension leading to a higher percentage achieving age related expectation at the end of KS1.
- Improve progress for boys in writing across the school through Talk for Writing.
- Continue to promote British Values throughout our curriculum: Democracy, Respect, Equality, Liberty and Tolerance (see British Values policy).
- Ensure that all families are aware of support that school can offer through the services of our family support worker in order to support their children to overcome barriers to learning.