

# SANDOWN PRIMARY SCHOOL

## Equality Policy Summary and Statement of Equality Objectives

Our Equality Policy includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. Protected characteristics which schools must take in to account when publishing equality information are as follows:

- Disability
- Carers
- Race (ethnicity)
- Religion or belief
- Sex (gender) or gender reassignment (transgender)
- Sexual orientation
- Pregnancy and Maternity

There are also two other protected characteristics for which schools do not have a direct duty:

- Age (of staff)
- Marriage and Civil Partnership

### **Key Principle**

Our Equality Policy is:

Inclusive of our whole school community as follows who we engage with and who may have an active part to play in its continuing review and development:

- parents/carers;
- pupils;
- teaching, support and ancillary staff;
- the governing body;
- external advisors;
- external agencies;
- extended services providers;
- staff of contracted services;
- visitors to the school;
- students on placement.

## **Key Purpose**

The key purpose of Sandown's Equality Policy is to set out how our practice and policies have due regard to meet the General and Specific Duties of the Public Sector Equality Duty (PSED) of the Equality Act 2010.

The General Duty requires that the school in the exercise of all its functions must have 'due regard' to:

- eliminating discrimination, harassment and victimisation;
- advancing equality of opportunity between those who share a protected characteristic;
- fostering good relations between those who share a protected characteristic and those who do not.

The Specific Duty requires that the school in the exercise of the General Duty must:

- Publish information to demonstrate compliance with the General Duty. At Sandown this is achieved in the form of its' Equality Policy which is reviewed on an annual basis.
- Prepare and publish one or more equality objectives which should be reviewed every four years.

## **Sandown Primary School Equality Objectives: May 2019**

1. To narrow any in-school and national comparator gaps between pupil groups identified as part of the school's regular monitoring and review of pupil progress and achievement.
2. To ensure that the implementation actions and associated outcomes of the school's Accessibility Plan are systematically monitored and evaluated during its three yearly review cycle.
3. To improve stakeholder consultation and contribution to the Equality Policy's regular review cycle.