



# **Prescot Community Primary & Nursery School**

*Putting the Learner First*

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Public Sector Equality Duty  
Policy & Statement  
Adopted June 2020

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## 1. Introduction

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This policy applies to all aspects of Prescot Community Primary and Nursey School in relation to the provision of education and nursery services. The policy applies to all children, staff (permanent and sessional), agency workers, governors, volunteers and visitors to our school and all other people who are conducting work on behalf of our school and nursery.

There can be no limits and our staff and children are encouraged to believe that anything is possible.

Our **Vision** to create an environment where every individual feels empowered to learn and achieve within a safe and trusting environment.

### **Mission Statement**

We will achieve our vision by Putting the Learner First.

Every experience we offer is a valued opportunity to learn with capacity and potential for individuals to surprise us. Curiosity and creativity are prized and children are given responsibility for their own learning. We give our learners the strength and belief to reach for the stars.

## 2. Public Sector Equality Duty and Values

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Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. We want everyone to reach their potential and we recognise that for some pupils' extra support is needed to help them achieve and be successful.

As a school we are required to publish equality information as well as equality objectives, which show how we plan to reduce or remove particular inequalities or disadvantages.

The Public Sector Equality Duty supports good education and improves pupil outcomes. It helps us as a school to identify priorities such as underperformance, poor progression and bullying. It does this by requiring us to collate evidence, look at issues and consider action to improve the experience of different groups of pupils. It then helps us to focus on what can be done to tackle these issues and to improve outcomes by developing measurable equality objectives.

Prescot Community Primary and Nursery School is committed to equality both as an employer and as a service-provider and we carry out our day-to-day work through our embedded values:

- i. We try to ensure that everyone is treated fairly and with respect.
- ii. We want to make sure that our school is a safe, secure and stimulating place for everyone.
- iii. We recognise that people have different needs, and we understand that treating people equally does not always involve treating them exactly the same.
- iv. We recognise that for some pupils' extra support is needed to help them achieve and be successful.
- v. We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our school staff and pupil leaders.
- vi. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identify or orientation.

We welcome our general duty under the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011 to eliminate discrimination, to advance to equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

### **3. Aims**

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At Prescot Community Primary and Nursery School, we are committed to ensuring that each and every person accessing the facilities has equal access to the activities and services on offer to help everybody achieve more. We will offer a warm and welcoming environment for all school users where people are treated as individuals and respected and valued for their differences.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- i. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- ii. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- iii. Foster good relations between people who share a protected characteristic and people who do not share it.

Prescot Community Primary and Nursery School is committed to promoting and achieving equality of opportunity for all pupils, parents, staff, governors and visitors.

We believe that all people are of equal value and are entitled to equality of opportunity irrespective of age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identify or orientation

The aims of Prescot Community Primary and Nursery School are:

- To encourage the principle of fairness through the services and educational opportunities we provide.
- To remove discrimination and any barriers which prevent access to our services and learning opportunities.
- To ensure that the recruitment of staff and governors is transparent and equal for everyone to achieve.
- To not stereotype or accept prejudice of any kind and will foster positive and tolerate attitudes in children and adults.
- We will respect and celebrate the cultural diversity of our local community.

## **4. Policy Objectives**

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The equality policy objectives of Prescot Community Primary and Nursery School are to:

- i. Develop an ethos which respects and values all people.
- ii. Actively promote equality of opportunity.
- iii. Prepare pupils for life in a diverse society.
- iv. Promote good relations amongst people within the School community and the wider communities within which we work.
- v. Deal promptly and effectively with all incidents and complaints of bullying and harassment that may include cyber-bullying and prejudice-based bullying related to disability or special educational need, ethnicity and race, gender, gender reassignment, pregnancy or maternity, religion and belief or sexual orientation. We keep a record of all such incidents and notify those affected of

what action we have taken and importantly monitor the impact our provision has had.

- vi. Record any racist or homophobic incidents and act upon concerns and report this to the Local Authority and the Governing Board on a termly basis.
- vii. Deliver equality and diversity through our School policies, procedures and practice.
- viii. Do our utmost, within available resources, to remove barriers which limit or discourage access to School provision and activities.
- ix. Take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations.
- x. Have due regard for equality issues in decisions and changes made by the Senior Leadership Team and/or Governing Board.
- xi. Provide training to all staff in relation to dealing with bullying and harassment incidents.
- xii. Monitor the implementation of equality and diversity within the School.
- xiii. Set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

## 5. Roles and Responsibilities

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The **Governors** are responsible for:

- Ensuring the School follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality and the publication of the Public Sector Equality Duty Statement.

The **Headteacher** is responsible for:

- Ensuring policies and procedures are in place to comply with all equality legislation.
- Ensuring that the School implements its equality and diversity policies and codes of practice
- Following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying.
- Ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying

**School Senior Leaders** are responsible for:

- Putting the School's equality and diversity policies and codes into practice.
- Making sure that all staff know their responsibilities and receive the support and training necessary to carry them out.
- Following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying

**All staff** are responsible for:

- Promoting equality and diversity, and avoiding unfair discrimination.
- Challenging any incidents of unfair discrimination, or racial, sexual or other stereotyping, perpetrated by pupils or other staff.
- Keeping up-to-date with equality law and participating in equal opportunities and diversity training.
- Reporting any incidents of unfair discrimination, harassment or bullying to senior managers.

**Pupils** are responsible for:

- Respecting others in their language and actions.
- Obeying all of the School's equality and diversity policies and code of conduct.

## **6. Communication of the Policy and Statement**

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We will publish on our website our Public Sector Equality Duty Statement and will take active steps to communicate this policy to all pupils, parents, staff, and governors of the School.

## **7. Monitoring and Review**

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This policy will be reviewed every three years to ensure it remains compliant with Equality and Diversity legislation.

The school will prepare and publish details of its equality objectives on an annual basis. This will be prepared in consultation with governors, staff, pupils and parents and published on the school website.

## **8. Links**

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Equality, diversity and equal opportunity for all pupils is an aim in all of the school's policies including but not limited to:

- Admissions Policy/criteria
- Accessibility Policy
- Anti-Bullying Policy
- Behaviour Management Policy

- Curriculum Policy
- Exclusions Policy
- Safer Recruitment Policy
- School Pay Policy
- School Premises Management Plan
- SEND policy

## Appendix A



### **Prescot Community Primary and Nursery School Public Sector Equality Duty Statement 2020**

Prescot Community Primary and Nursery School is committed to equality both as an employer and as a service-provider and we carry out our day-to-day work through our embedded values:

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#### **Our equality objectives are:**

1. To narrow the gap in performance of disabled pupils
2. To raise attainment in English for boys
3. To encourage girls to consider non-stereotyped career options
4. To increase participation by pupils with SEND in after school activities
5. To anticipate the needs of incoming pupils from a new group, such as traveller children

At Prescot Community Primary and Nursery School we have robust systems in place for monitoring our performance against these objectives and our broader responsibilities within the Public Sector Equality Duty. There are pupils at our school with different types of disabilities and these include:

- Allergies
- Asthma
- Bladder/bowel conditions
- Chronic Lung Disease
- Cystic Fibrosis
- Development delay disorders
- Developmental language disorder
- Dyspraxia/Developmental Coordination Disorder
- Epilepsy/seizures
- Gastronomy-related conditions
- Genetic conditions
- Growth conditions
- Hearing loss or impairment
- Heart conditions
- Learning difficulties, eg Dyslexia/Moderate Learning Difficulties
- Mobility difficulties
- Neurofibromatosis Type I (NFI),
- Neuro-developmental conditions e.g., Autism, ADHD etc.
- Sensory Processing Disorder
- Speech disorders
- Visual impairment