

Duke of Bedford Primary School

Statement of Equality Compliance

July 2021



The Duke of Bedford Primary School welcomes our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

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

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

THE DUKE OF BEDFORD PRIMARY SCHOOL

Statement of Equality Compliance

This document provides information for the employees of The Duke of Bedford Primary School to ensure the school is equality compliant to ensure all stakeholders have access to the learning at the school.

This statement outlines the key elements of how we ensure we meet our Equality Duty as established in the 2010 Single Equality Act.

HOW THE DUKE OF BEDFORD PRIMARY SCHOOL STRIVES FOR EQUALITY COMPLIANCE

The Duke of Bedford Primary School is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community. At The Duke of Bedford Primary School we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

Vision and Aims

Our vision is to provide a stimulating and caring learning community, which fosters individual responsibility and mutual respect.

We aim to:

- Provide a stimulating curriculum and supportive learning environment
- Develop the skills, confidence and independence to become successful learners.
- Develop confident individuals with self-esteem who can relate to others.
- Encourage children to understand and respect others appreciating the different ways that people live.
- Help children to see that their contribution impacts both locally and globally.

To achieve these aims we will:

- Involve whole school community in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures.
- Publish and share our policies and impact assessments with the whole community.
- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage.
- Use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning.
- Ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity.
- Have high expectations of behaviour which demonstrates respect to others.

Policy Planning and Review

Whilst we have a duty to develop and publish equality schemes in relation to both gender and disability, we at The Duke of Bedford Primary School are considering all aspects of diversity and equality in this comprehensive policy to be followed by a specific equality and diversity action plan in relation to access, gender and race equality covering a three-year period.

Policy planning and development

- All improvement plans will be designed with an element of impact assessment built in to monitor the success of each activity.
- There will be a systematic review of the impact of all policies and procedures on equality and diversity to address any areas of inequality.
- Our target-setting processes ensure appropriate, challenging targets are set in relation to identifiable groups as well as individual pupils / cohorts.

Monitoring and Quality Assurance

- Each pupil's progress is monitored and tracked. The resulting data is analysed in respect of gender, race, ability or additional needs, looked-after status.
- In addition to monitoring to rule out any potential disadvantage, quality assurance procedures ensure the school meets its duty to positively promote diversity.
- The data collected is used to inform further school planning, target-setting and decision-making.

Leadership, Management and Governance

The Duke of Bedford Primary School is committed to:

- Being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community.
- Encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution.
- Working in partnership with families, the local authority (LA) and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our **Equality and Diversity Policy** is followed and our **Equality Compliance Statement** is met.

Equality Objectives				
Objective	Action	Who	Date	
To publish information showing due regard for equalities as defined by the Equality Act 2010	<ul style="list-style-type: none"> Annually publish attainment data 	HT	Ongoing	
To narrow the gap between advantaged and disadvantaged children (Pupil Premium) focussing on attendance, parental involvement and wider school enrichment activities.	<ul style="list-style-type: none"> SLT to track attendance of disadvantaged children. Develop strategies to encourage good attendance, particularly in KS1 Continue to hold AFA meetings and extend invitations to parent events. Encourage Pupil Premium children to join school clubs. School to subsidise sports clubs run by external agency to encourage participation of Pupil Premium children. 	SLT SENCo Class teachers	Ongoing	
The information in this report will be updated annually and objectives will be reviewed and new ones set within four years.				