



## **Warwick Bridge Primary School Equality Duty Statement and Objectives**

### **What is the Equality Act 2010?**

The Equality Act 2010 replaced nine major Acts of Parliament, as well as almost a hundred sets of regulations, dealing with equality and discrimination. The Act provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. The new law should make it easier for school leaders and governors to understand their legal responsibilities and tackle inequalities in education. In England and Wales the Act applies to all maintained and independent schools, as well as academies and free schools. The Act covers all aspects of school life to do with how a school treats pupils and prospective pupils, parents and carers, employees, and members of the community. Everything a school does must be fair, non-discriminatory and not put individuals or groups of people at a disadvantage. In particular, a school must not discriminate, harass or victimise a pupil or potential pupil in relation to:

- Admissions
- The way it provides education for pupils
- How it provides pupils access to any benefit, facility or service
- Excluding a pupil or subjecting them to any other detriment

### **What actions and behaviours are unlawful under the Act?**

The Act defines a number of types of unlawful behaviour, including:

- Direct discrimination
- Indirect discrimination
- Failing to make reasonable adjustments for disabled pupils or staff
- Discrimination arising from disability
- Harassment related to a protected characteristic
- Victimisation of someone because they have made, or helped with, a complaint about discrimination

### **Protected characteristics**

The Act uses the term “protected characteristics” to refer to aspects of a person’s identity. Treating a person less favourably because they have one or more of these characteristics would be unlawful. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief

- Sex
- Sexual orientation.

As a school we are bound by a part of the equality act 2010 called the Public Sector Equality Duty. There are two parts to this duty: the general duty and the specific duty.

**General duty** - The general duty is the overarching legal requirement for schools and means they must consider how their policies, practices and day-to-day activities impact on pupils and staff. Schools are required to have “due regard” to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

The two specific duties for schools aim to assist them to meet the general duty. These are:  
To publish information to show how they are complying with the Equality Duty.  
To prepare and publish one or more specific and measurable equality objectives.

### **What is meant by “due regard”?**

Having due regard means that schools must consciously think about the three aims of the Equality Duty as part of decision-making, developing and reviewing policies and how they deliver services. Warwick Bridge Primary School has nearly 160 pupils from the village and the surrounding areas. We have very few children from minority groups. The percentage of children with identified special needs is 13% and 10% of our pupils are entitled to Pupil Premium funding.

The three aims of the equality duty are:-

#### **❖ Eliminate unlawful discrimination, harassment and victimisation.**

At Warwick Bridge Primary School we do not tolerate discrimination, harassment or victimisation. This applies to pupils, staff and other stakeholders. The behaviour management policy underpins our SMSC work which enables children to understand about these behaviours and supports them to behave appropriately. Any incidents, in terms of pupils or adults in school, are logged and dealt with by senior leaders.

#### **❖ Advance equality of opportunity.**

All children have access to the full primary curriculum from entering school in Reception to leaving in Year 6. Adjustments are made to ensure that this happens.

#### **❖ Foster good relations.**

We pride ourselves on our work with children and adults in terms of making and maintaining relationships. Visitors comment on the warm, caring, safe atmosphere in school. Children know who to go to if they have a problem and they are confident to do so.

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 September 2022 – September 2023

<b>OBJECTIVES 2022-2023 OBJECTIVE</b>	<b>WHY WE HAVE CHOSEN THIS</b>	<b>WHAT WILL BE DONE TO ACHIEVE THE OBJECTIVE</b>	<b>TIMEFRAME/SUCCESS CRITERIA</b>
To improve the attendance of children who are entitled to additional funding through free school meals.	Improving attendance has a measurable impact on a child's learning and outcomes.	Attendance awards for classes and individuals. Attendance leaflet to explain our stance to parents. Focused work with families where attendance is identified as an issue and a barrier to learning. The creation of an improving attendance plan. Support to help the family and monitoring of outcomes. Further procedures when these interventions do not have a measurable impact.	By July 2023 the attendance of children entitled to free school meals will be above 96%.
To improve the percentage of SEN children who achieve progress in all areas.	We have a significant proportion of SEN pupils who need to increase their progress in all areas	New staff planning systems for TAs to use. SENDCO to monitor progress termly. SEN pupils discussed at each staff meeting	By the end of the 2022-23 school year, the percentage of SEN pupils achieving good progress will be at 60%.