EQUALITY DUTY & EQUALITY OBJECTIVES

March 2025 – March 2029

Eureka Primary School

	Date	Minute No.	Review date
Approved by Governors	25/03/2025	16/25.03	March 2029

Each year, review objectives.

Statement

Eureka Primary School is a vibrant place that seeks and nurtures the talent in all, where everyone reaches their full potential. We believe it is an entitlement to equip every child, regardless of background or ability, to be the best they can be. Our school is a happy place where children feel safe, happy and comfortable; showing kindness, respect, empathy and tolerance towards one another. Inclusion is at the heart of our school and community and we ensure we provide equality and excellence for all in order to promote the highest possible standards of achievement. We recognise and celebrate differences; we treat all fairly and we strive to eliminate discrimination if / when it occurs. Equality applies to all members of our school community: children, staff, governors, parents / carers and our community.

The Governing Body of Eureka Primary School intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its workforce. The Equality Objectives are part of the School Improvement Plan.

The Public Sector Equality Duty came into force in April 2011 (s.149 of the Equality Act 2010) and public authorities are required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010. The equality duty has two main parts: the 'general' equality duty and 'specific duties'. The general equality duty sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different protected characteristics. This duty has three elements. In carrying out their functions, public bodies are required to have due regard when making decisions and developing policies to:

1) Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2) Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3) Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1) Remove or minimise disadvantage.
2) Take steps to meet different needs.
3) Encourage participation when it is disproportionately low.

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Eureka Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation;
- Promote equality of access and opportunity within our school and within our wider community;
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish:

- equality objectives, at least every four years (from 6th April 2012)

- information to demonstrate their compliance with the public sector equality duty (from 31st January 2012)

Eureka Primary School will publish information on:

- The diversity of the school population.
- How we are performing in relation to the three aims of the equality duty.
- We ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents / carers.

Protected Characteristics in the Equality Act are:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion or belief
- ✓ Sex
- ✓ Sexual orientation

Note: The protected characteristics of age and marriage and civil partnership apply to schools as employers, but not in relation to their provision for pupils.

The Governing Body of Eureka Primary School is responsible for ensuring that the School meets the requirements of the Equality Act. The Governing Body welcomes this responsibility and will:

- Ensure that everything the school does must be fair, non-discriminatory and not put individuals or groups of people at a disadvantage.
- Ensure the school takes all reasonable steps to see that its employees do not carry out unlawful discriminatory actions or behaviour.
- Support and guide the school to have 'due regard' for equality in all its functions.
- Ensure the school complies with the two new 'specific' duties to publish equality information and objectives.
- Ensure the success of every child, believing it is an entitlement to equip all, regardless of characteristic, background or ability, to be the best they can be and reach their full potential.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

At Eureka Primary School, we will ensure the children understand and accept we live in an increasingly diverse society. We acknowledge the complexity of society and recognise that children should be prepared for their integral part in it. In our school community:

1) Discrimination on the basis of colour, culture, origin, sex, ability, political and religious belief is **unacceptable**.
2) Every child, member of staff, volunteer / student and Governor will endeavour to further this objective by personally contributing towards a ‘safe, happy, comfortable’ environment and by showing respect for, and appreciation of, each other as individuals.

3) We will educate, develop and prepare all of our children, whatever their sex, colour, culture, origin or ability, for life and living in a diverse society.
4) Equal opportunities for all will be practised by all staff.

In Practice

Admissions
Through Derbyshire County Council, admissions criteria are followed, which do not permit sex, race, colour or disability to be used as a criteria for admission. This will be revised as any changes are recommended.

Registration
Children's names will be accurately recorded and correctly pronounced. Children will be expected and educated to accept and respect names from other cultures.

Discrimination
All forms of discrimination by any person within the school community will be treated seriously. Incidents will be reported to the Headteacher and recorded. It will be made very clear to offending individuals that such behaviour is unacceptable and parents / carers will be informed.

Children: If there are further incidents, then the Headteacher will meet with parents / carers to discuss actions to be taken, including additional education on equality, diversity and acceptance (age appropriate). Racist and political symbols and badges etc on clothing and bags are forbidden in school. Should any instances of graffiti occur, these would be immediately removed.

Staff: The school values diversity amongst the staff. In all staff appointments, the best candidate will be appointed, based on strict professional criteria. All staff should be aware of possible cultural assumptions and bias within their own attitudes. In order to understand the background and experience of ethnic minority children and to raise expectations of their potential, staff need to be aware of the historical and contemporary processes which have caused, and may continue to sustain, racism. Close liaison with families in the school is beneficial to all concerned. Support and advice are available from the Local Authority's multicultural support service. Staff will be supported, in particularly with regard to home / school liaison, in dealing with any situations of discrimination or harassment.

Our Curriculum
All pupils must have equal opportunity in accessing Eureka Primary School's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each child. Our curriculum must be balanced, objective and sensitive, and must not highlight sexual and cultural diversity in a derogatory manner.

Language
Eureka Primary School views linguistic diversity positively and staff should be aware of the language and dialect spoken by children and their families. Staff must be conscious of any racist or sexist connotations in the language they themselves use. Children and staff must feel that their language or dialect is valued.

Resources
The school's aim is to provide for all children according to their needs, irrespective of sex, ability or ethnic origins. Whenever possible, staff must ensure that the resources used in all curriculum areas are multicultural and non-sexist. Variety should be evident in the morals, stories and information offered and children should have access to accurate information about similarities and differences.

How will we achieve equality?

Eureka Primary School makes 'reasonable adjustments' to ensure equality and that no pupil is placed at a substantial disadvantage. To make these reasonable adjustments we:

- plan ahead;
- identify potential barriers;
- work collaboratively;
- identify practical solutions through a problem-solving approach;
- ensure staff have the necessary skills;
- monitor the effects of the adjustments and this policy;
- consider the effect of any proposed change upon all members of the school community and the available resources.

Equality Objectives 2025 - 2029

At Eureka Primary School, we are committed to ensuring equality of education and opportunity for all children, staff, volunteers / students, governors and parents / carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

The Leadership Team and Governors at Eureka Primary School regularly review the progress we are making to meet our equality objectives with regard to the protected groups (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation) under the Equality Act (2010).

In order to further support children, raise standards and ensure inclusive teaching and learning, we have set the following objectives:

BEING INCLUSIVE OF ALL

Objective 1 Maximise opportunities and achievement for those children who qualify for Pupil Premium.

Objective 2 Ensure representation and diversity is part of our school community, developing and enhancing our curriculum, teaching, learning and resources.

Objective 3 Continue to raise awareness and understanding of neurodiversity, making reasonable adjustments, supporting need and maximising outcomes.

Objective 4 Through our PSHE / RSE curriculum and assemblies, ensure an understanding of protected characteristics; diversity; celebrating self and individuality; understanding and developing empathy; understanding healthy relationships; understanding consent and boundaries and understanding that peer on peer abuse (including sexual abuse and harassment) is unacceptable.

These objectives will be monitored by the Governing Body regularly, and reviewed annually in the summer term.