

Public Sector Equality Duty Statement

Bedford Drive Primary School acknowledges that we have to fulfil our responsibilities under the Public Sector Equality Duty. We have a due regard to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act;
- 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

We strive continually to adopt and meet our public sector duties and our Senior Leadership Team and Governors review our policies and procedures on a regular basis.

We are committed to ensuring equality of education and opportunity for all pupils, employees and the whole school community, with a particular focus on those who share protected characteristics.

We monitor and review the achievement of all groups to ensure that we are raising standards and ensure inclusive teaching and learning. Where required we make reasonable adjustments to ensure that our school environment is accessible to all.

We work together to ensure all staff and Governors are aware of the Equality Act and use our equality information to help us to:

- Identify key issues;
- Identify groups (who share a protected characteristic) within our school community;
- Plan more effectively;
- Actively engage and consult with our school community;
- Promote positive role models throughout school life and delivery of the curriculum; We gather data on the achievement and attainment of pupils who share protected characteristics;
- Embed equality in our school ethos;
- Regularly monitor progress against objectives set; fully integrate equality into School Management;
- Systematically assess the impact across all school policies and practices to ensure they comply with the Equality Act;
- Ensure equality requirements are built into contracts where necessary;
- Make reasonable adjustments, where possible, to ensure quality of access to the same standard of education and working life.
- Assess whether we are discriminating unlawfully when carrying out any of our functions;

Equality Objectives

At Bedford Drive we have set ourselves the following objectives:

Objective 1 -To eliminate discrimination, harassment, victimisation and any other conduct which is prohibited by or under the Act. We will:

- Enhance the school community's understanding of the act;
- Tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all.

Objective 2-To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. We will:

- Maintain high standards of inclusive practice and procedures;
- Ensure equality of access and opportunity for all;
- Continue to identify barriers to learning and participation and provide appropriately to meet a diversity of needs.

Objective 3 – We aim to provide all our pupils with the opportunity to succeed and to reach their highest possible level of personal achievement. To do this we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils.
- Monitor achievement of data by ethnicity, gender and disability and investigate and remedy any inconsistencies.