

Public Sector Equality Duty Information



Responsibility for oversight and update of this Policy	Headteacher and SENDCo
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Developing the roots to grow and wings to fly

Public Sector Equality Duty

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Chadsmead Primary Academy. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour and restorative relationship policy and our anti-bullying policy ensures that all children feel safe at school
- Reporting, responding to and monitoring all racist incidents
- Reporting, responding to and monitoring all sexist or homophobic incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make good progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of pupils and parents/carers in school development
- Listening to pupils at all times
- Listening to parents/carers
- Listening to staff
- Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

We foster good relations by:

- Ensuring that Chadsmead Primary Academy is seen as a community school and a hub within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in our assemblies.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value.
2. We recognise and respect difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

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

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel safe, confident and at ease is a commitment of the school. This environment will be achieved by:

- Being considerate and respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the values of, and demonstrates, consideration and respect.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be

exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive. Chadsmead Primary Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

Our curriculum seeks to create understanding and celebrates diversity within our school community and beyond, through chosen texts, educational visits and visitors to school. Events and learning opportunities that highlight diversity are shared through our Religious Education curriculum, PSHE Jigsaw programme, key events and assemblies, which enable diversity to be explored in age appropriate way both within small and larger groups. We work to ensure pupil voice groups are also representative of the school community.

Inclusion

Our approach is rooted in high expectations for all children and our whole school community with adaptations through support and scaffolds being put into place where necessary to enable all children to succeed. Our focus encourages all children to work with their peers, through an adaptive approach to teaching and learning from all staff. Difference is celebrated and is part of our curriculum, children learn that we are all unique individuals with our own strengths and talents. There are opportunities across the school to celebrate success in many forms including house points, celebration assemblies and awards.

Closing statement

Prejudice is not tolerated at Chadsmead Primary Academy and we are continuously working towards a more accepting and respectful environment for our school community.

Equality Information

Number of pupils on roll at the school: 212

Age of pupils: 4 to 11

Characteristics of Chadsmead Primary Academy

Chadsmead Primary Academy is a small primary school situated in the City of Lichfield, Staffordshire.

The school catchment includes one of the most deprived wards in Lichfield and faces socio-economic challenges; with the catchment having significant levels of deprivation.

- There are currently 212 pupils on roll with a slightly larger percentage of boys (53%) than girls (47%)
- Most pupils are of White British heritage with 7% speaking English as an additional language.
- The percentage of children eligible for free school meals is above National average (37.3%).
- The percentage of children currently on the School's SEND register is slightly below national averages at 13.7% including three pupils with an EHC Plan.
- The school currently has a lower than national average number of children that are Looked After (LAC) or Previously Looked After (PLAC)