



PUBLIC SECTOR EQUALITY & EQUALITY OBJECTIVES POLICY

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<i>Reviewed By</i>	<i>I. Hamilton</i>
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• EMPOWERING CHILDREN AND SCHOOLS •



In order to comply with the Public Sector Equality Duty (PSED), schools must publish their equality objectives statement – a declaration of aims that ensures equality for all members of the school's community.

Thorpedene Primary School's Equality Objectives Statement Opening statement

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

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

We will not discriminate against, harass or victimise any 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 a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful (one of the school's core values)
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it has
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We are committed to having a balanced 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.

Where legislation provides parents/carers with a right to withdraw their child from particular aspects of the curriculum, the school will provide clear information about those rights and follow the relevant statutory requirements

Dealing With Prejudice

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, through our thorough reporting procedure, 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 cultural diversity
- Aspirational
- Inclusive
- Aware of what constitutes discriminatory behaviour

The schools' employees will not:

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

The school's employee's will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example

Equality And Dignity In The Workplace

We do not discriminate against staff with regards 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.

Prejudice is not tolerated and we are continuously working to promote an accepting and respectful environment for our school community.

How does Thorpedene comply with the Public Sector Equality Duty?

The schools have a range of policies and initiatives which make explicit the schools' commitment to actively promoting equality of opportunity for all:

- British Values
- Accessibility Policy
- Equality and Diversity policy
- SEND policy
- Behaviour policy
- Religious Education Syllabus
- Relationships and Sex Education Policy

Thorpedene prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply with the Public Sector Equality Duty.

It is through themes that are explored in assemblies and lessons that we give all of our pupils the opportunity to discuss and explore the values that underpin the PSED.

Equality Objectives

Thorpedene has identified the following objectives in order to eliminate discrimination and harassment and advance equality in relation to gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

Objective 1 – Curriculum And Understanding

To ensure that equality, diversity and respect for people with protected characteristics are embedded throughout the curriculum, assemblies and wider school life.

Success measures:

- Curriculum monitoring demonstrates appropriate coverage;
- Pupil voice demonstrates increased understanding;
- Pupils can explain why discrimination and prejudice are unacceptable.

Objective 2 - Tackling Prejudice

To reduce the occurrence and impact of prejudice-related incidents and ensure that all incidents are recorded, investigated and responded to consistently.

Success measures:

- All reported incidents are recorded and followed up;
- Termly analysis identifies patterns or groups requiring additional support;
- Pupil voice indicates that pupils feel safe and know how to report concerns.

Objective 3 - Equality of Opportunity

To identify and address barriers that may prevent pupils from making the best possible progress or participating fully in school life because of disability, race, sex, religion or belief, or other protected characteristics.

Success Measures:

- Attainment, attendance, participation and behaviour data are reviewed;
- Identified gaps are addressed through targeted action;
- Participation in enrichment, leadership and wider opportunities is monitored.

Objective 4 - Inclusive Environment

To ensure that pupils and staff feel respected, valued and included, and that the school environment and resources reflect and celebrate the diversity of the school community.

Success measures:

- Pupil/staff voice;
- Curriculum and resource audits;
- Monitoring of behaviour and equality-related incidents;
- Appropriate adaptations and reasonable adjustments are implemented.