



## Wilkinson Primary Equality objectives

### **The General Equality Duty and Public Sector Equality Duty**

From April 2011, **The Equality Act 2010** introduced a single equality duty on all public bodies, including schools. which is extended to all protected strands - age, sex, sexual orientation, gender reassignment, race, disability, pregnancy and maternity, religion or belief. This combined equality duty, which replaces the three previous public sector equality duties, has three main elements. In the discharge of our functions, we will have due regard for the need to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

Wilkinson Primary School will tackle discrimination by:

- a) recording and reporting all racist incidents and prejudice related bullying incidents
- b) making referrals to our MASH team to support youngsters who are either the victim or the perpetrator.

Wilkinson Primary School is committed to advancing equality of opportunity by:

- a) removing or minimising disadvantages
- b) taking steps to meet the needs of pupils, parents/carers and staff
- c) encourage participation in any activity in which participation of protected groups is disproportionately low.

Wilkinson Primary School will foster good relations by:

- a) tackling prejudice and harassment including bullying
- b) promoting understanding between pupils from different backgrounds

- c) making referrals to our MASH team to support youngsters who are either the victim or the perpetrator.

Wilkinson Primary School will undertake routine equality monitoring of our pupils by race, gender, age and disability across a number of areas including admissions, exclusions, progress and attainment. Wilkinson Primary School also undertakes routine equality monitoring of our staff. We will collect, and for schools with 150+ staff, publish the following workforce information:

- The number of part-time/full-time staff and the race, gender, disability, and age distribution
- An indication of likely representation on sexual orientation, religion and belief, providing that individuals cannot be identified
- An indication of any issues for transsexual staff, based on our engagement with transsexual staff, providing that individuals cannot be identified, and voluntary group
- Grievances and dismissals.

We will publish school equality information annually as part of the school prospectus and in the headteacher's report to governors.

Wilkinson Primary School will undertake engagement activity annually with protected groups to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones.

Engagement activity will include:

- Surveys/questionnaires
- Focus groups
- School council
- Parents evenings.

- **Identify and publish school equality and accessibility objectives**

Wilkinson Primary School will develop specific and measurable equality and accessibility objectives based on the evidence gathered and published and the engagement in which we have been involved. Objectives will meet the three aims of the general duty.

Every three years, accordingly, we will draw up an action plan within the framework of the overall school improvement plan and process of self-evaluation, setting out the specific equality and accessibility objectives we shall pursue.

We will report annually on progress towards achieving them.

Approved: **October 2020**