

Berrywood Primary School

Schools Equality Duty (2016 – 2020)

We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer. We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances and are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation.

The Public Sector Equality Duty has three aims under the general duty for schools:

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

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

The objectives for Berrywood Primary School 2016/20 are:

Objective 1: The percentage of disadvantaged children attending after school clubs, representing the school in external competitions and participating in school events will be as least as good as the majority of children

Objective 2: We will ensure that school signs, information leaflets and letters are more accessible to members of the local community who do not have English as their first language

Objective 3: To raise awareness amongst staff, pupils and parents about the use of discriminatory language linked to race, religion and sexual orientation so that there is an immediate increase in the reporting of such incidents using the formal processes and a reduction in the number of incidents.